WHAT IS A LEARNING CULTURE

1

MINDSET

A way of thinking that is comfortable with giving something a go with a clear goal in place yet without knowing the detail of how you will get there. Willing to get things wrong, to work through challenges as they arise, to listen, adapt and learn.

2

CLARITY OF OUTCOME

It's important to develop a shared understanding of what you are seeking to achieve and why. This ensures there is a clear purpose to keep checking back against. Does this decision/way of working help us get closer to our desired outcome?
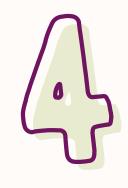
3

LEADERSHIP

A learning approach to leadership trusts and empowers people to implement changes needed to achieve the outcome. There is a greater focus on "what are we learning?" and "what can I do to enable this change to happen?".

4

CLEAR BOUNDARIES

In empowering people to make change happen, it's essential that they are clear of the boundaries they need to operate within, what requires decisions by others and the rules that apply. A small number of clear rules enables people to feel safer to innovate.

5

START SMALL

starting small enables you to keep close to the detail, respond as things arise and learn in a way that minimises risk and takes people with you. Growing change over time enables you to adapt as you go and bring people on board as they are "ready".

6

AVOID "WHAT IF- ING"

Respond to issues and challenges as they arise. It's easy to talk ourselves out of something by "what if-ing" every risk we can think of. The truth is, we don't know what will happen if we don't try new things. Trust people to be sensible.

7

IT'S OK TO FAIL

You won't get everything right first time when you implement change. We often learn more when things go wrong. The key is to identify what's not working quickly and work together to change it.

8

CHANGE GOVERNANCE

Whilst understanding progress is important, the bigger focus for governance discussions should be on what you are learning and what implications this has for wider organisational or system change.