

Leveraging Learning within an Organization

Monday, January 19, 2009

2:30-4:00 pm.

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Centre for Education and Work

- Incorporated in 2001 in affiliation with the University of Winnipeg
- CEW is a not-for-profit organization
- CEW is board-governed
- Research and development projects to connect adults to learning
 - in workplace learning,
 - adult literacy,
 - essential skills and
 - prior learning assessment and recognition



Funding

- Human Resources
Social Development Canada
- Office of Literacy and Essential Skills



Industry wants to:

- Increase efficiency and improve processes
- Recruit and retain their workforce
- Identify the skills and abilities of their employees
- Recognize workplace training needs
- Provide routes for personal and professional development



*Becoming a Learning
Organization is the key to
address what industry wants.....*



What is a learning organization?

“organizations where people continually expand their capacity to create the results they truly desire, where new and expansive patterns of thinking are nurtured, where collective aspiration is set free, and where people are continually learning how to learn together”

Peter Senge



According to Jeffrey K. Liker and David P. Meier
authors of *Toyota Talent (2007)*

*“becoming a learning organization is
viewed as the highest level of
organizational effectiveness” (7)*



Group Activity

Why would you want to become a learning organization?

What are some of the challenges organizations will face in transition?



Why become a learning organization?

- Productivity and Retention
- Recruitment
- Sustainability



Why become a learning organization?

- Identification of Training Gaps
- Quality and Safety
- Common Vision/Goal



How do you develop a learning organization?

- Create a shared vision
- Foster a non-threatening learning culture
- Create and develop leaders at all levels in the organization



How do you develop a learning organization?

- Encourage risk taking in learning and development
- Value and recognize employee contributions
- Learn from experience
- Identify, collect and disseminate new knowledge



Workplace Essential Skills Learning Assessment Tool

Dimensions of the organizational assessment tool:

- Continuous Learning
- Communication
- Working with Others
- Critical Thinking
- Workplace Culture
- Organizational Planning



Sample Factors of Communication

- Create opportunities to share and listen to ideas
- Comfort in expressing thoughts to others
- Lines of communication
- Alternative viewpoints
- Openness to feedback about organization mistakes



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