



Learning community of practise & Culture of learning

Do you want to “Capitalize & benefit from the learnings within your organization and across industry” ?



How do you ensure your tacit & experience-based knowledge is not lost within your Organization ?

Do you have a learning community of practice built through internal & external experts ?

Do you have a culture of learning with focused effort to evolve with reward & recognition etc. ?

We partner to solve the puzzle with your leadership team, with a big bang in just 6 days over 3 weeks !

Let's Cocreate your “Learning community of practise & culture of learning “ together with a creative twist !



5 b) Learning community of practise & culture of learning



Our approach

Discover with

- C-suite interviews on the current state capability challenges, community of practise, learning needs, culture of learning

Define & Cocreate through

- A co-creation workshop with the leadership, starting with sharing the literature, our experience on the subject and then cocreating a 7 component Community of practice & Culture of learning solution

Our approach include using creative tools like unpuzzle the sequence, picture decode, how might we, visualize a vote, wall design-based journey.

We use design thinking, accelerated learning & theater style learning.

Cocreated Version 1 of

Our strategy & journey map covers

1. Steps to build a community of practice, capability team, **who will we engage, what will we do, how will we do it etc**
2. The **role** of the community of practices, capability team
3. **Ways to develop** the community of practice, capability team
4. **What is in it for me** – for the community of practice team
5. **Reward & recognition strategy** for the community of practice
6. **Organization metrics, approach** (new ways of learning-min no of days investment in learning etc) to build a culture of learning
7. Potential output showcase of this effort – **Time & effort invested by the team vs the potential Impact**
8. Next steps & owners



5 b) Learning community of practise & culture of learning

What will we do & How will we do it?

Learning community of practise is a group passionate about learning, growing together with everyone's experience, exposure, education.

This group has members who chair the community, at an overall strategic level & then the cohorts also known as the capability team, are experts on specific capabilities.

This group actively represent the organization across industry, with expert talks & learn from the competition.



5 b) Learning community of practise & culture of learning work snapshots

2. The role of the Learning Community of practices, council team



Our role includes

- Crafting the Capability definition for our capabilities
- Identifying Learning need analysis for our capabilities
- Doing Role based mapping
- Building the trainer community of practice for our capabilities
- Leading a team of trainers who work on program journey, content curation/design, facilitation / delivery of the programs
- Evaluating external vendors in case we don't have internal capability
- Launching internal vs external trainings
- Branding the same for Digital/ Classroom learning uptake
- Measuring impact & showing value
- Coached by the Learning & Functional Business partner

4. What is in it for me – For the community of practice team



An opportunity to...

- **To Attend Learning design & facilitation certification** (Accelerated / Theatre based learning, Instructional design) to ensure standardized learning design & facilitation methodology for technical training programs run internally
- **To partner with experts within the organization & learn from each other**
- **To Attend external conferences in your area of capability**
- **To be a part of the liquid problem solving team**
- **To share point of view with trends in your area, becoming a brand internally**
- **To become Organizations face in front of vendor partners for the capability**
- **To be Coached by the Learning partner**

Join us to...

Design like an Architect

Measure like a scientist

Prototype like an engineer

Learn like a gamer

Champaign like a marketer

Solve like a hacker

Illustrative

his content is subject to copyright

5 b) Learning community of practise & culture of learning work snapshots

5. Reward & Recognition Strategy for the community of practice

Launch a quarterly Recognition program with

- **Best Council lead** (Trainings launched, Creative branding, best training feedback)
- **Best Journey designer** (Creative journey design, Best feedback)
- **Best Content curator** (Short, real time, relevant content design, best feedback)
- **Best Facilitators /Trainers** (Best facilitation feedback)
- **Best Coach** (Best coaching with clear learning application & impact)
- **Best Learner** (Maximum learning digital/ classroom, best learning application stories)
- **Best Impact** (ROI, impact with cost, time, quality benefit)



Launch a quarterly Reward program with

- **Lunch** with the C suite/ Leadership
- **Dinner** voucher with family
- **Dessert** with the BU Team
- **Represent** the Orgs case study at an External **conference**
- **Certificate**
- **Trophy / Batch**
- A **teams fun day out** with the Learning community of practice, capability trainer team

6. Org metrics, approach (new ways of learning) to build a culture of learning



Learning dashboard & Metric showcase:

1. Total training mandays (7 hrs/ day)
2. Unique % coverage of population
3. Per person 5 mans days invested in learning based on current future role (2 days PD, 2 days technical, 1 day orientation)
4. 80% internal learning & 20% external learning
5. 60% Classroom, 40% digital learning
6. Top courses picked by learners
7. No of participants certified with full learning journey completion
8. % increase in VOE score on 'I learn & apply new skills at work, we have a very advanced L&D fun which invests a lot on my development'

Approach

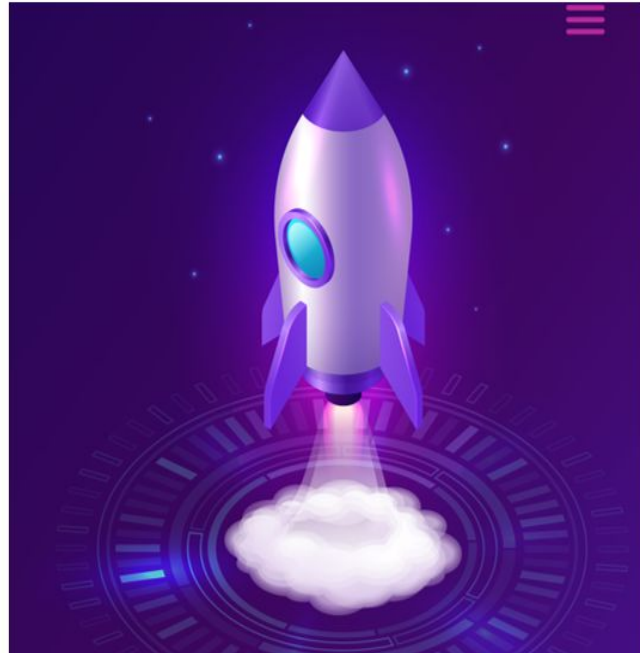
1. Digital learning boards with names of leaders on TV screens to reward them, which inspired others & led to 15-35% increase in digital learning adoption
2. Learning approach 70:20:10 & certification adding Talent in interview pool for niche roles

5 b) Learning community of practise & culture of learning work snapshots

7. Potential Output showcase of this effort – Time & effort invested by the team vs the potential Impact

Impact:

1. Clear Value 360 framework
2. Impact shown in terms of Value impact framework
3. Saved cost
4. Improved program effectiveness
5. Self sufficient Learning academy
6. Better culture of learning
7. Handson learning culture



Culture of Learning

- i. Linked to Individual development plan
- ii. Linked to the Leadership standards
- iii. Make it Fun
- iv. Making it a part of the DNA
- v. Dimsum bytes on demand learning
- vi. Learner style based curated content & peer learning
- vii. Reward a learning culture (specially application of learning) with
 - Leaderboards & creative ways
 - Metrics
 - Batches
 - Awards



Illustrative



Do write to our Genie :

contact@creativelearningsacademy.com

www.creativelearningsacademy.com

Creative learnings academy

**Think organization growth, culture &
talent happiness creatively**

Making organizations next generation ready



Creative learnings academy
Let's co-create magic !

C - This content is subject to copyright

Let's Cocreate your
“Learning community of practise
&
culture of learning “
together in just
6 days over 3 weeks!

