

Sustainable Staff Development: 5 Steps to Create a Culture of Learning

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About me



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Defining a Culture of Learning

IN A TRAINING
CULTURE, LEARNING
IS ...

INSTRUCTOR-
CENTERED

EVENT-BASED

CENTRALIZED

SILOED

ALL ABOUT
DELIVERY (OUTPUT)

IN A LEARNING
CULTURE, LEARNING
IS ...

LEARNER-
CENTERED

CONTINUOUS

DECENTRALIZED

SHARED

ALL ABOUT
RESULTS (IMPACT)

What?

Who?

Why?

When?

When it comes to learning...

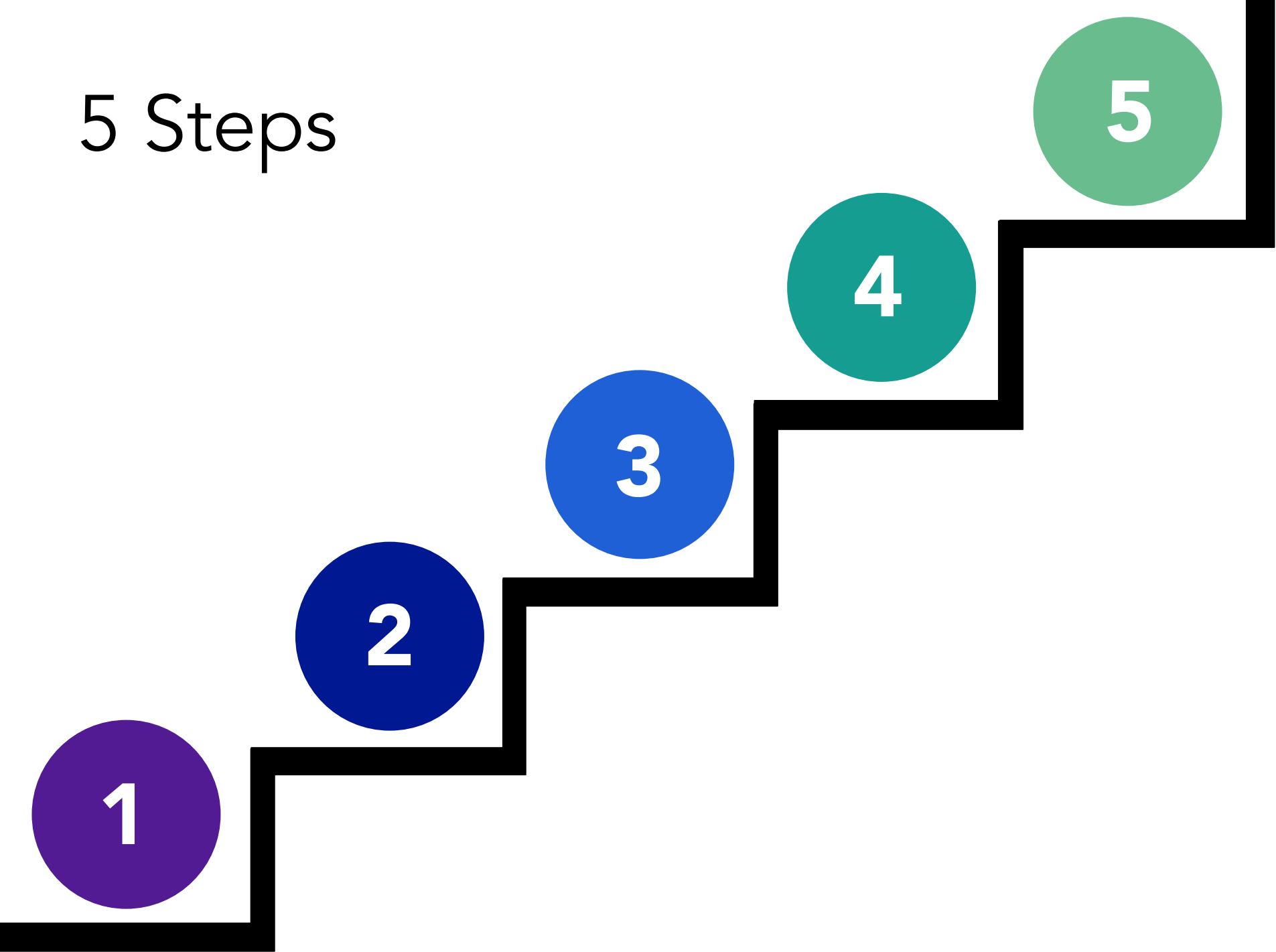
- Where is your library now?
- Where do you want to be?
- What do you want to achieve?

Visioning Activity



Creating a Culture of Learning

5 Steps



1

Allow Time for Learning

5-10 minutes

everyday learning

part of performance

2

Give Staff a Choice

goal setting

follow curiosity

self-directed learning

3

Encourage Sharing

ripple effect

organizational learning

learner's choice

4

Create Space for Play

experiment

make mistakes

problem solving

5

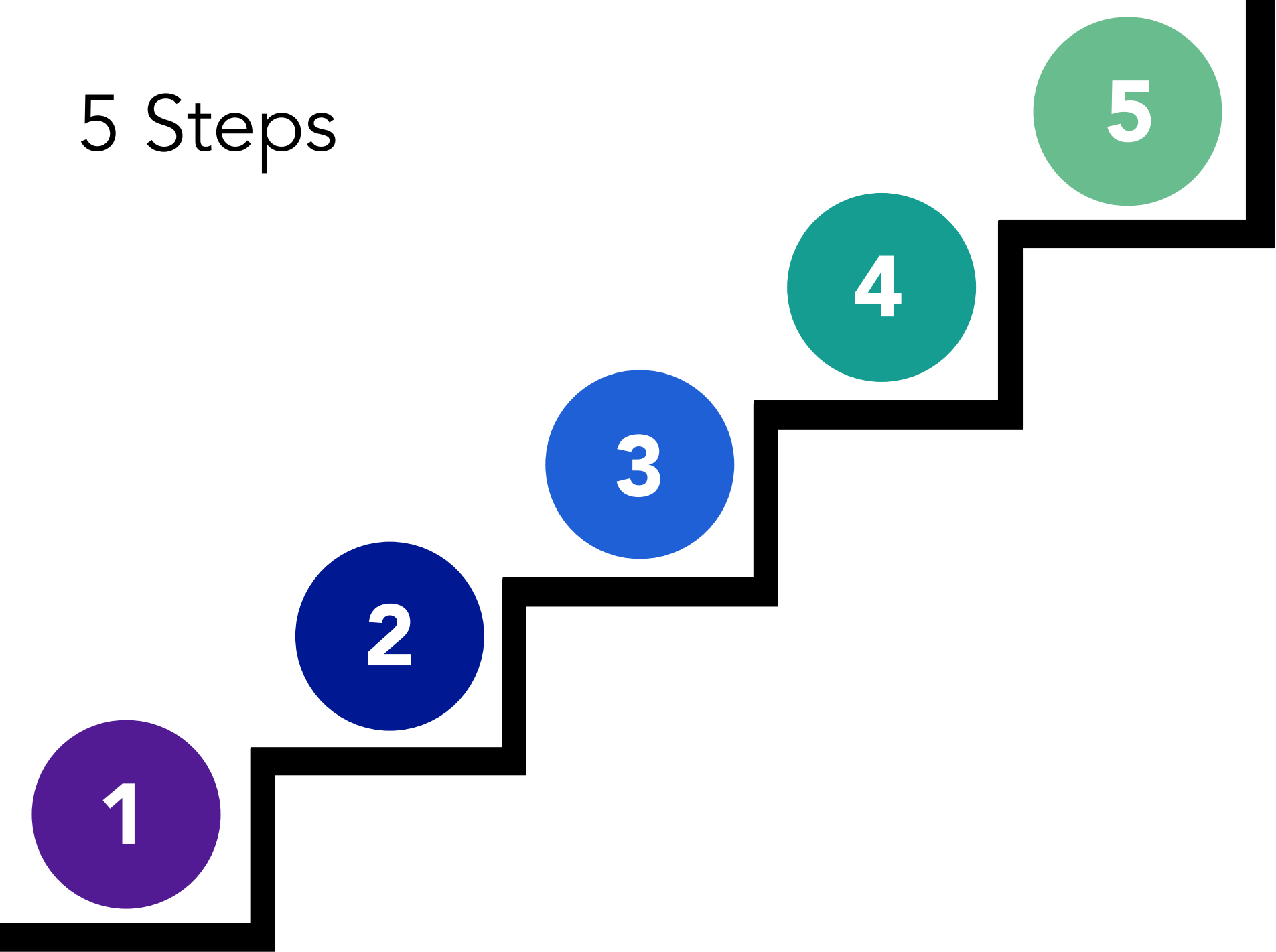
Invest in Learning

improves services

justifiable cost

part of strategy

5 Steps





5

Invest in Learning

4

Create Space for Play

3

Encourage Sharing

2

Give Staff a Choice

1

Allow Time for Learning



Of these 5 steps:

- Share one your library is doing already.
- Share one your library needs to improve.
- Share one your library should try.

Group Activity



Addressing Challenges

- What challenges might you face?
- How will you address them?

Partner Activity



What Next?

Choose one step you want to improve or try for the first time at your library.

- Why did you choose it?
- Who will you need help from?
- What is the first thing you will do?
- When will you start?
- How will you address possible challenges?

Planning Activity



Thank you!
Please stay in touch:

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Resources

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