Building an Effective Learning Culture: Getting Started
An Infopeople Academy Course

This handout accompanies the Infopeople Academy Course "Building an Effective Learning Culture: Getting Started." Use it as you work through the course. For more information, visit https://infopeople.org/belc

What is a learning culture?

- Less emphasis on formal training.

- More opportunities for informal training.

- Learning is integrated into strategic planning.

- Organization supports learning and growth.

Reflection: Defining the Term "Learning Culture"

Take a moment to reflect on your own experience. Why are you interested in building an effective learning culture at your library?

Top 6 Ways Libraries Are Succeeding

1. Training funds are in the budget.

2. Staff have time for learning.

3. Library has an organized staff development program.

4. There is buy-in from leadership regarding the importance of a learning culture.

5. There is buy-in from staff regarding the importance of a learning culture.

6. Library has implemented successful methods for building a learning culture.

Reflection: How Libraries Build Learning Culture

Take a moment to review these six ways libraries are succeeding at building a learning culture. Then reflect on your own experience at your library. What are some ways your library is already succeeding?

Cycle for Building a Learning Culture

The Learning Culture Cycle is an ongoing process for bringing a learning culture into your organization. It consists of the following 5 components:

1. Assess
   - Take inventory of current learning opportunities.
   - Identify gaps in learning culture.
   - Set goals for building a learning culture.
2. Plan
   - Examine current plans.
   - Model learning behaviors.
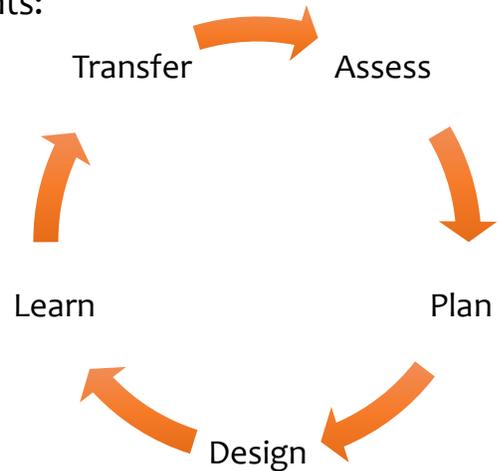   - Provide support.
3. Design
   - Develop learning resources and activities to create opportunities for individual learning, peer sharing, and collaboration
   - Reflection on daily work/life experiences
   - Create a safe environment for risk taking and experimentation.
   - Communicate learning options.
4. Learn
   - Learn constantly.
   - Learn collaboratively.
   - Embrace innovation.
5. Transfer
   - Encourage application.
   - Start a conversation.
   - Give recognition.

Reflection: How Libraries Build Learning Culture

Take a moment to review these three ways to support knowledge transfer. Then reflect on your own experience at your library. What are some ways you could you support knowledge transfer at your library?

What Comes Next?

Now it's time for you to think about what comes next, for you and for your library. Do you want to continue learning about the five steps in the cycle for building a culture of learning? Would you like to hear more from BELC instructors and mentors about how to take these steps in your library? Are you interested in working through self-paced activities to help further your knowledge and skill in facilitating this type of change in your library? If you answered yes to any of these questions, then you should consider enrolling in the full BELC academy for a deeper dive into this topic.

Module 1: Assess Your Library's Learning Culture

Module 2: Planning for Your Library's Learning

Module 3: Designing Your Library's Learning

Module 4: Fostering Learning within Your Library

Module 5: Transferring Learning to Library Work

For more information or to enroll in the BELC Initiative, visit: http://infopeople.org/belc