

The HR Professionals' Guide to Building a Learning Culture

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**Learning happens
all the time**



Learning Cultures Achieve Remarkable Results

Sources: High Impact Learning Culture: 40 Practices for an Empowered Enterprise, Bersin by Deloitte 2010; Learning: Employees Take Charge, Deloitte Insights, February 2016;



**A Growth Mindset
is a key component
of a learning
culture**



**No time to create a
learning culture?
Find ways to
embed it in your
people processes**




**Hire candidates
with a growth
mindset**



Tell me about something
you did that *failed*.

What would your
manager say about you?
direct reports?
colleagues?

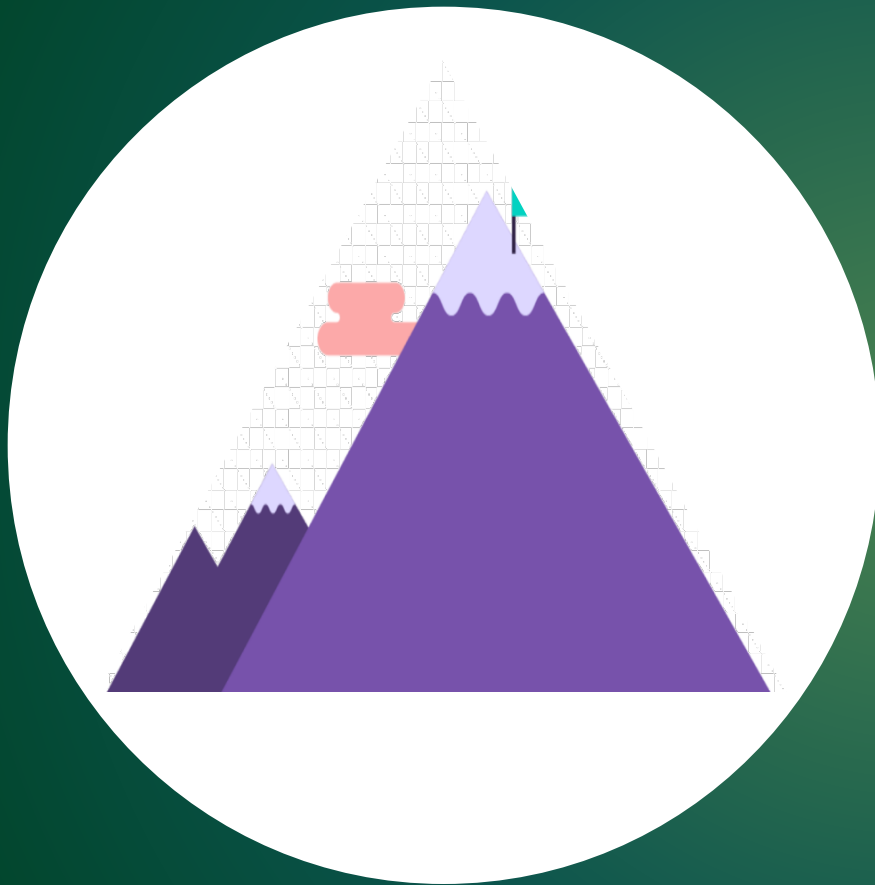


What is the most
recent thing you've
learned?



**Use your
onboarding
program to set
expectations**

Sources: "Technology Can Save Onboarding from Itself," Harvard Business Review / Keith Ferrazzi, March 25, 2015



**Make
development
part of the goal
setting process**



**Hold managers
accountable for
being “people
developers”**



**Encourage
continuous
coaching and
feedback**



**Recognize and
reward those
that learned
from taking
smart risks**



**Model the
behavior you
seek to achieve**