**Build Your Learning Culture: The Whole Organization Approach - Learner Guide**

<http://www.webjunction.org/events/webjunction/build-your-learning-culture.html>

**Event Description**: The most innovative workplaces embrace learning as an essential activity for their employees. Since libraries are dedicated learning places in our communities, it is crucial that we practice learning intentionally and internally. But where do we begin? Learning is not one-size-fits-all for individuals or for organizations. This webinar, for all library staff, from front line to administration, encourages a broad approach to creating organizational learning structures. Learn how libraries of all sizes can map learning strategies to highlight the most impactful opportunities for staff.

Presented by: **Jami Carter**, Director, Tooele City Library, Utah Library Association President, and creator of the [Self-Directed Achievement Model](http://www.webjunction.org/events/webjunction/Self_Directed_Achievement.html).

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| **What are your goals for viewing this webinar?** |
| **Personal Goals** |  |
| **Team Goals** |  |
| **Discussion/Reflection Question** |
| Creatively assess your **current culture**. Your library has a culture not unlike a foreign country’s culture. Imagine you have a person coming from another system to visit and work temporarily. This person will need to be oriented to your organizational culture, including the good, the bad, and everything in between. If you were to write a “travel guide” to help prepare that person, how would you describe your customs? What is valuable in your organization? What qualities are considered “cultural currency” or indicate status? What are the behaviors they should anticipate? What customs should they participate in or mimic? What types of learning activities will they experience? Consider what surfaces in your organization culture tour that you would like to retain or change. |
| **Assessment and Aspirations of a Learning Organization**  |
| Consider the presence of these qualities in your organizational assessment. Check those you believe exist and circle the box those you’d like to develop further as a team:* In a learning organization, people know *why* they are learning.
* People actively participate in their learning plan / decisions. They have some control.
* We offer a variety of learning options to meet a diversity of learning needs and styles.
* Senior leaders serve as role models by being learners themselves.
* People seek ways to help others succeed.
* Our employees see problems as learning opportunities.
* Managers help employees set development goals as well as performance goals.
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| **Exploring Training Strategies** |
| Spend some time assessing your current strategies and tools for staff learning. Use [the simple template](http://www.webjunction.org/content/dam/WebJunction/Documents/webJunction/2016-08/learning-opportunity-assessment.xlsx) Jami shared during the webinar to understand the who, what, and when of your strategies. Consider the effectiveness of those you currently use and explore additional strategies that may strengthen your learning culture. |
| **Exploring the Fixed/Growth Mindset Continuum** |
| Jami touched on the concepts related to a [growth vs. fixed mindset](https://www.brainpickings.org/2014/01/29/carol-dweck-mindset/). In reality, all learning exists or fluctuates on a continuum from fixed to growth, depending on the person and the situation at hand. We can seek out ways to be intentional in our journey to a growth mindset. The goal is to recognize our fixed mindset tendencies, and then reflect on ways to become more open to a growth mindset. Take this online assessment to identify your tendencies, and ways you could adjust. <http://blog.mindsetworks.com/my-mindset>  |
| **Discussion/Reflection Question** |
| In what ways could shifting the focus from **performance goals** to **learning goals** help you build a learning organization? (Explore this idea more in this [Leading Blog article](http://www.leadershipnow.com/leadingblog/2007/12/which_should_you_have_performa.html)). |
| **Action Plan:** (include some simple next steps, along with who, when, etc.) |
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