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What is a learning culture?

Whether you know it or not, your organisation has a learning culture.

If you employ humans, learning happens in your workplace every day.

We’re biologically wired to learn. We can’t stop ourselves.

Learning is necessary for survival. It’s a natural instinct. We constantly absorb information, determine what’s important, and decide how to act.

Learning experiences happen all around us. Are you directing them?

Or are you allowing them to happen on their own?

This guide explores how you can successfully create a transformative culture of learning in your organisation.

What are people learning?

People learn about their positions, job skills, policies and procedures, and colleagues.

They also learn who has power and influence, whether leaders are trustworthy, if risk-taking is rewarded, and if harassment is tolerated.

In other words, they learn about the real values of your organisation, not just those posted on its website.

LEARNING HAPPENS EVERY DAY.

Are you tending it?

Are you cultivating it?

Are you driving it?
Transformative learning is the expansion of consciousness through the transformation of worldview and capacities of the self. It’s an act of changing how we see and do things.

According to researchers, the three dimensions of transformative learning are:

**PSYCHOLOGICAL**
Change in understanding

Knowledge, information, models and theories shift the learner’s understanding and provide the ‘why’.

**BEHAVIORAL**
Change in actions

The learner uses observation, application and experimentation to do something differently.

**CONVICTIONAL**
Revision of belief system

The learner permanently shifts a perspective or view, often through an “Aha!” moment or insight.
Transformative learning culture

Do you have a transformative learning culture that makes your organisation more successful?

Or do you have a neglected learning culture that breeds conformity and stagnation?

Organisations with neglected learning cultures experience high talent turnover, struggle to keep customers, and ultimately fall behind competitors.

These organisations may be profitable in the short term, but they ultimately fail.

Organisations with a transformative culture of learning thrive.

At these organisations, it’s understood that learning is a natural process that people yearn to grow.

These organisations cultivate potential through learning opportunities and experiences.

The role of learning is to maximise the potential of your organisation by maximising the potential of all the people in it.

Potential: the capacity to become or develop into something in the future. Unrealised ability.
Creating a transformative culture of learning pays off.

Consider how these benefits would affect your productivity and profit.

Employee engagement goes up, directly impacting productivity, staff retention, and customer satisfaction, according to studies by Gallup, BlessingWhite, Bersin, and McLean and Company.

A “growth mindset” takes root yielding ever-higher levels of performance. Research by Dr. Carol Dweck shows that people with a growth mindset learn from mistakes and actively seek out new challenges.

Enhanced creativity and innovation drives individual and team success. Dr. Brené Brown’s research on vulnerability and shame shows that risk-taking invites valuable lessons that come from failure.

Employee motivation goes up. According to the book Drive: The Surprising Truth About What Motivates Us by Dan Pink, studies show that humans are most motivated by autonomy, mastery, and meaningful purpose. Learning contributes to all three.

New technology skills are easier to obtain. People need frequent training on new and ever-changing devices, software applications, and social media tools. On-demand learning not only saves time and money but empowers learners to find their own answers.

Leadership development gains priority. “Human” skills like leadership, self-control, empathy, communication, conflict resolution, and cultural competence are critical to the success of any organisation. These skills can be learned and honed through learning experiences.

“In times of change, learners inherit the earth, while the others find themselves equipped to deal with a world that no longer exists.”

— Eric Hoffer, Social Philosopher and Author
Acknowledge the ever-present nature of learning

Don’t treat learning as an event to be scheduled. It’s an unbounded resource because it’s in our very DNA to be lifelong learners. Cultivate potential to boost performance.

Value learning as a path to mastery

Make it safe to take risks—and to make mistakes. Celebrate “Aha!” moments as much as easy wins. Encourage risk taking and failure. Understand that the cost of not encouraging failure is a shortage of innovation.

Make learning easily accessible

Empower employees to find their own answers. Neuroscientists say that people retain this type of learning far longer than just being told what to do. On-demand instruction lets learners find their own answers right when they need them.

Use on-demand learning to maximise options

Consider every person and situation. On-demand learning offers flexibility and empowers people to learn at their own pace.

Teach managers how to coach

Build employee competence and confidence using appreciative inquiry, which is a method for learning from peak performances. Make sure managers know how to ask coaching questions that help employees cultivate their own wisdom and confidence.

Evaluate performance based on learning

Measure learning along with performance to boost both. Reward growth and improvement. Recognise learning hunger and commitment as a way to boost performance and productivity.
Westbourne is a world class education and consultancy provider that has been operating worldwide for many years.

Unlike many other e-learning companies, we operate based on this expertise of educating business people and not just on our technological expertise in building online learning solutions and training provision.

Westbourne is not just another collection of online content. Your staff can login to the system and self-evaluate with our on-board tools, their results will help them plan their development route and suggest Westbourne content relevant to their needs.

Successful companies can and do incorporate their own content into their L&D reviews and planning using our Learning Management System.

Westbourne content can be designed to match your competency frameworks and can be mapped to fit perfectly with your current strategy. It is also aligned to the Australian Qualifications Framework.

Based on our research, we understand that not all learners learn the same way.

Westbourne provides content in standard text formats for easy reading but also lets users learn through videos and webinars, audio books and snippets, and visuals such as infographics.

Make learning interesting again for your staff with our diverse range of materials.

Westbourne content is produced by our education designers and trainers from across many industries providing content on a wide variety of core topics.

This top quality content is available to your staff from anywhere in the world, and at any time they require training or development.

No need to throw away your current L&D plans; Westbourne content can integrate into your current solutions, complement face to face training and be designed to fit your brand.

Westbourne content can be designed to match your competency frameworks and can be mapped to fit perfectly with your current strategy. It is also aligned to the Australian Qualifications Framework.

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