

You don't build a business you build people and then people build the business



5 STEPS TO CREATING A LEARNING CULTURE IN 2019

Make 2019 the year that you create a learning culture in your business, whether you're a startup with four employees or a big corporate of 400.

WHAT IS A LEARNING CULTURE AND WHY IS IT NECESSARY?

The *Harvard Business Review* found that for employees to thrive in the workplace they need to experience **vitality** (the feeling of being passionate and alive) and they need continuous **learning opportunities** to gain new knowledge and skills.

Albert Einstein once said, "Once you stop learning, you start dying." The successful workplace of the future is one where learning is part of the DNA of the organisation – where everyone is involved in creating and maintaining an environment conducive to learning.

HOW TO CREATE A LEARNING CULTURE IN 5 STEPS

1. Lead by example

Commitment to learning should come from the top. Leaders that are lifelong learners see the value of continuous education and are happy to invest in their employees. Workers will embrace learning when they see it as an opportunity for growth.

2. Communicate your goals

Make sure your employees know what you aim to achieve with a learning programme. Make them part of the conversation – what skills and knowledge do they need to do their jobs better? How will it improve their lives and your business?

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3. Reward continuous learning

You can reward formalised training with an extra vacation day or a pay increase – that's extrinsic reward. However, to create an environment that encourages continuous learning, you need a good dose of intrinsic reward. Make sure that workers can improve their work, their confidence and their lives with their new skills.

4. Give constructive feedback

We learn through trial and error, by falling down and standing up again. However, few workplaces – with the notable exception of the [Tata Group in India](#) – encourage failure as a learning tool. To create a learning culture, give your employees the opportunity to learn from their mistakes. Give them feedback that's meant to build them up and boost their confidence, and that allows them to learn in the process.

5. Make learning fun with blended approaches

Learning should be fun. You can stimulate your workers to learn more effectively by using blended learning – a training approach that combines traditional classroom methods with e-learning.

Does your organisation have a **learning culture** that allows your employees to gain knowledge and skills to remain relevant in an ever-changing world? At Career Skills, we offer exciting [training programmes](#) [T1] across a range of disciplines. [Contact us](#) [T2] to learn more.

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The only New Year's resolution you need to keep – contact us to find out how you can create a learning culture in 2019: [LINK](#)

CONTACT OUR EXECUTIVE SALES TEAM

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For details on the Popi Act and the other programmes that are on our brochure.

POPI ACT

Protection of Personal Information Act signed into law on 19 November 2013 by President Jacob Zuma. This Act is generally known as the POPI Act or also spoken of as POPIA.

This course aims to simplify the Act and to make it practically applicable to your business. It is a broad overview of what changes need to be made and suggest practical methods of compliance.

It enables organisations to jump start their POPI Act programme by implementing a standards-based POPIA compliance framework.

This will probably form part of your co's compliance training

QUESTIONS ASKED

- ❖ Are there any exemptions or exclusions from compliance with POPI?
- ❖ What is personal information?
- ❖ What is processing?
- ❖ When will POPI affect me?
- ❖ What are some of the company obligations under POPI?
- ❖ What is a record? What is special personal information?
- ❖ What are the information processing principles?
- ❖ Who is the Information Regulator and what are its powers?
- ❖ Why should I comply with POPI?
- ❖ What are the Transit Provisions provided

PROGRAMME CONTENT:

- ❖ Definition of the POPI Act
- ❖ Complying with the Act
- ❖ Holistic overview of impact of other Acts
- ❖ Impact on various business sectors
- ❖ Overview of the Act
- ❖ What are your rights
- ❖ Who is implementing the Act
- ❖ Roles and responsibility of the officers
- ❖ Direct Marketing
- ❖ Duties and Breaches
- ❖ Offences, penalties and fines

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