

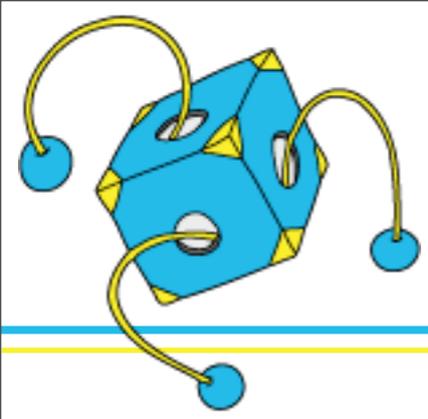
Building a Learning Organization (from any level)

...with Matt Barcomb

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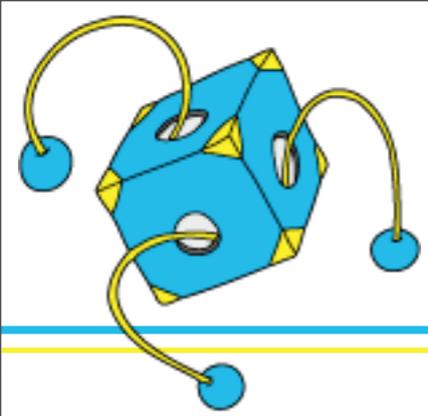
Intros

- about me...
- about you?
- my goals...
- your goals?



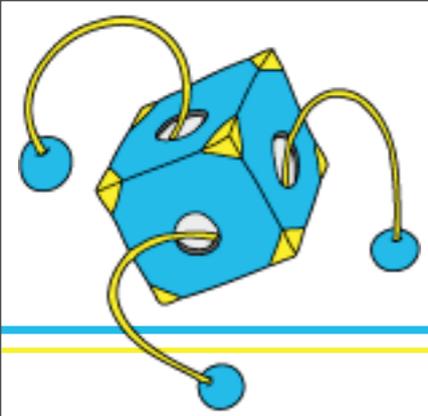
Learning Organizations





What Are They?

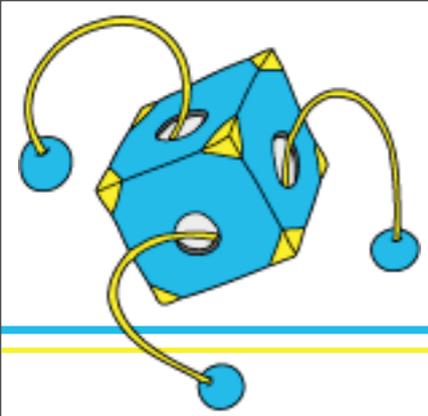
- Defined: Organizations that continually develops themselves by developing their people.
 - innovation
 - adaptability
 - quality
 - employee satisfaction (Drive)
 - viability?



Who Builds Them?

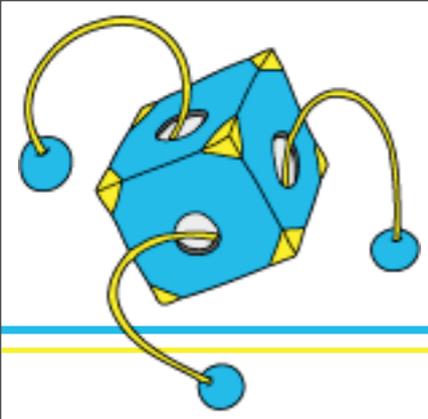
- Executives
- HR Departments
- Consultants
- . . . you?





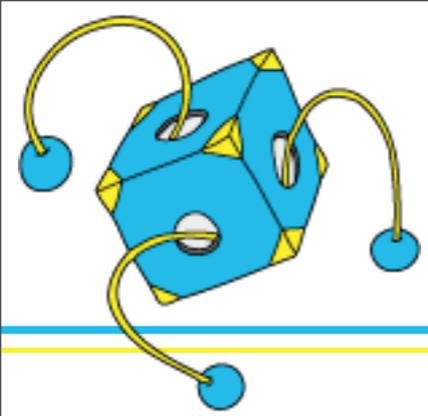
Model Learning Behavior

- Learning stance
- Admit ignorance
- Allow failure



Things to Consider

- Action vs. Reflection
- Informal vs. Formal
- Input vs. Output
- Learning momentum
- Lots of options
- Creating an environment

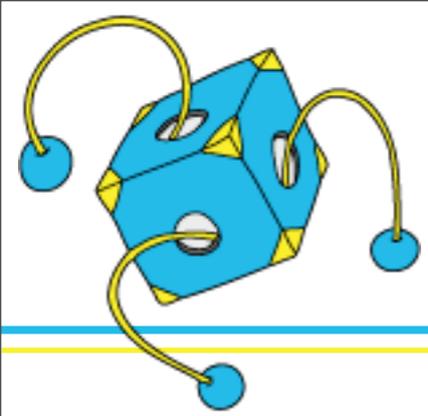


Roadblocks & Alignment

- Organization's culture
- Organization's goals
- Individual interest

Your Roadblocks & Alignment?

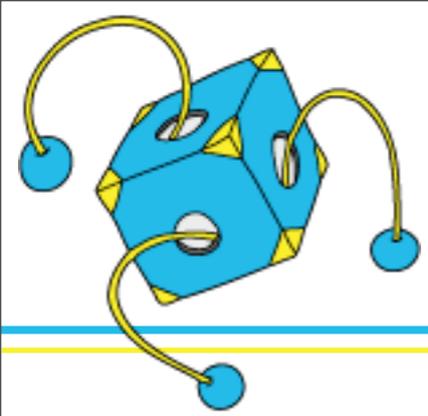




Build it With Free Time

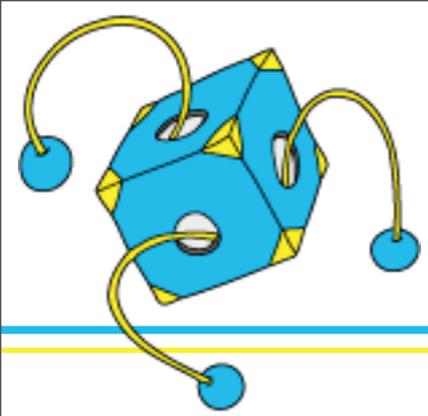
- Key times of day
- Interest groups
- Side projects
- Special events





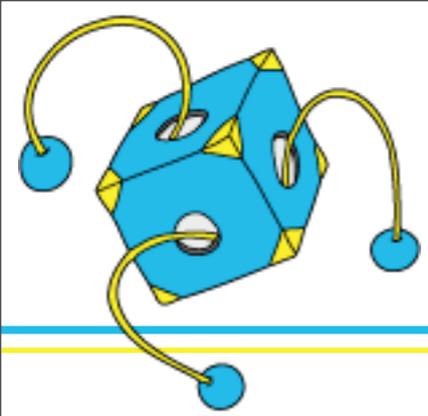
Build it When You Work

- **During development**
 - emergent code design
 - exploratory testing
 - iterative uix
- **Generalizing specialists**
 - depth & breadth
 - basic \rightsquigarrow advanced \rightsquigarrow meta/heuristics



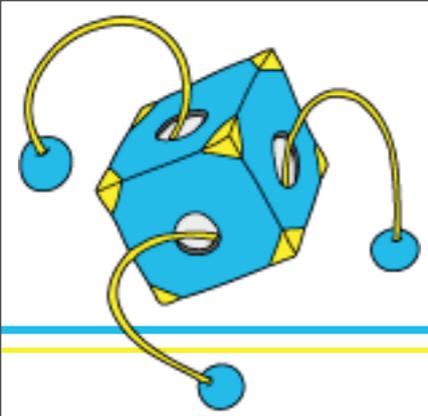
Build it With Your Team

- **Retrospection**
 - data gathering & grouping
 - root cause analysis
 - multiple countermeasures
- **Cross-role team activities**
 - Design studio method
 - Whole team exploratory testing
- **Big visual team spaces**



Build it Via Product Discovery

- **LeanStartup approach**
- **User Studies**
 - Go to the gemba
- **Product mapping**
- **Visual domain models**
- **Product quality strategies**

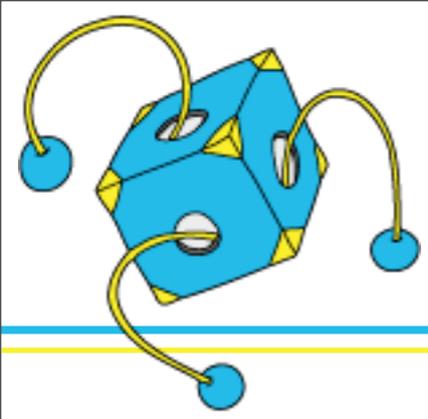


Build it Into Your Org.

- Apprenticeships
- Mentorship programs
- Shadowing programs
- Internal coaching
- Internal conferences

Create Action & Find an Accountabilibuddy





Wrap Up

- Learning orgs remain viable by improving their people
- Be the change you wish to see in the world
- Find alignment and avoid or remove roadblocks
- Many ways to create learning opportunities for you and others

Thank You :))

Any questions?

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