Developing a Learning Culture

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‘A learning culture is a set of organizational values, conventions, processes, and practices that encourage individuals—and the organization as a whole—to increase knowledge, competence, and performance.’
How does a learning culture help a program?

- Program maximizes positive impacts over the long term
  
- Team improves strategies and activities
    
- Team learns
      
- Team understands why results happened
    
- Team analyzes findings effectively and objectively
  
- Team investigates results thoroughly
Results
Measurement
Learning
Culture
Staff attitudes and behaviors

- passion for learning
- humility
- skepticism
- adaptability
- commitment

Kenya Markets Trust

Learn → Gather info

Discuss & debate

Reflect

Experience successes & failures

Take calculated risks

Work in teams

Go to the field

Assess results

Tackle problems

Measuring Sustainability – The case of Kenya Markets Trust in Kenya

By Hans Posthumus

June 2015
Managers’ behavior

- Shape the team
- Structure the work
- Set expectations and provide support
- Establish a constructive atmosphere
- Build competence over time
Program Structure

- Relatively flat
- Teams manage multiple interventions
- Interaction among teams
- Sector teams responsible for most RM tasks

Physical Environment

- Open office plan
- Convenient meeting spaces
- Tools for visualization
- All staff in one office
Management Tools & Processes

M4C
External influences

- Program Design
- Donor and stakeholder support
- Country culture
Why bother?

Full video: MDF’s Team Leader Harald Bekkers speaks about developing a learning culture:
https://www.youtube.com/watch?v=DfRWplInKOY