



LEARNING CULTURE AUDIT

WORKSHEET

This learning culture audit provides a roadmap to unearth precious insights into the current state of learning in your organisation. It'll allow you to spot where your workplace is excelling, identify areas for improvement, and pave the way for a more robust learning culture.

Simply answer the following questions and provide additional comments or insights where necessary. Be as honest as possible to ensure that your assessment is an accurate reflection of your current learning culture.

LEADERSHIP SUPPORT AND COMMITMENT

- 01.** How would you rate the leadership team's commitment to fostering a culture of continuous learning within the organisation? (Scale: 1-5, with 5 being highly committed)

- 02.** Are there visible actions or initiatives taken by leadership to promote learning and development?

LEARNING OPPORTUNITIES

- 01.** What types of learning opportunities are currently available for employees? (For example, training programs, workshops, online courses)

- 02.** How frequently are learning opportunities promoted? (Daily, weekly, monthly)

- 03.** Is there a budget allocated specifically for employee development and learning initiatives?



ACCESSIBILITY AND RESOURCES

- 01.** How easily can employees access learning resources and materials?

- 02.** Are there digital platforms or tools in place to facilitate remote learning and knowledge sharing?

EMPLOYEE ENGAGEMENT AND PARTICIPATION

- 01.** What percentage of employees actively participate in learning activities?

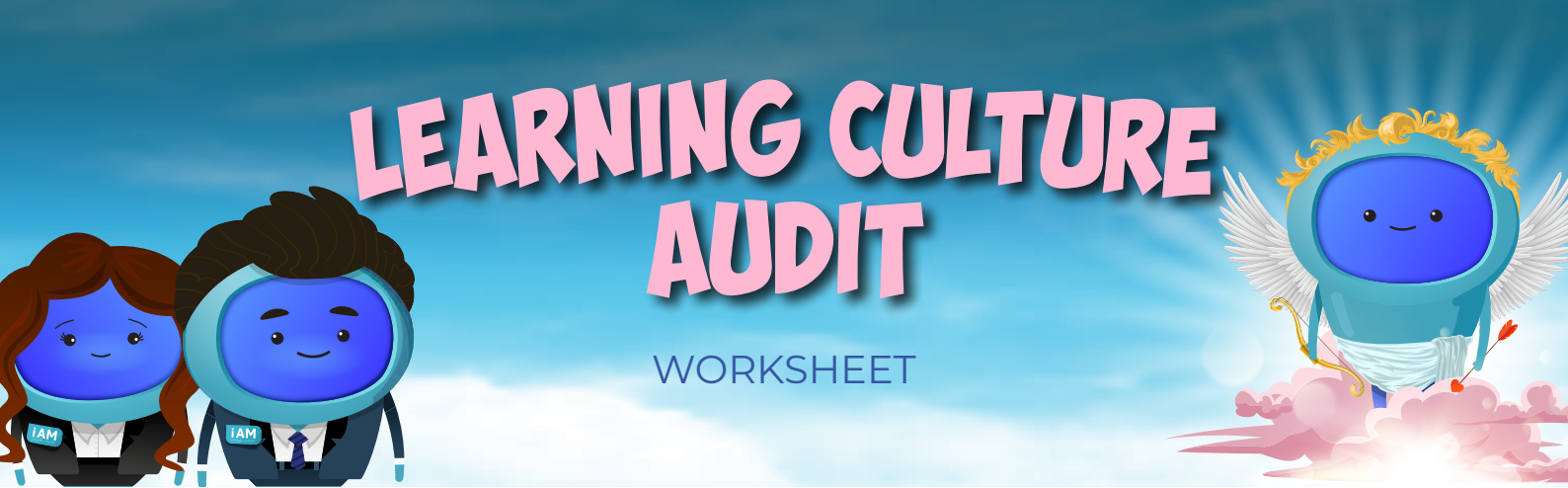
- 02.** How is the success of learning initiatives measured? (For example, learning transfer, completion rates, performance improvement etc)

RECOGNITION AND REWARDS

- 01.** Is there a system in place to share success stories and case studies where learning and development has delivered evidenced value?

- 02.** How are employees acknowledged for innovating, improving, contributing new ideas and taking informed risks?





FEEDBACK AND IMPROVEMENT

- 01.** Is there a feedback mechanism for employees to provide input on the effectiveness of learning programs?
Is this staged to gain sustainability of learning transfer (i.e. at the time of learning and after a period of time)?

- 02.** How often is the learning culture reviewed and updated based on feedback and performance outcomes?

Now you have completed your high-level learning culture audit, you can use these insights to inform your strategies for building and maintaining a robust learning culture within your organisation. And don't forget, you can revisit and update your learning culture audit to track progress over time. Happy learning!