

# LifeLabs SkillLab

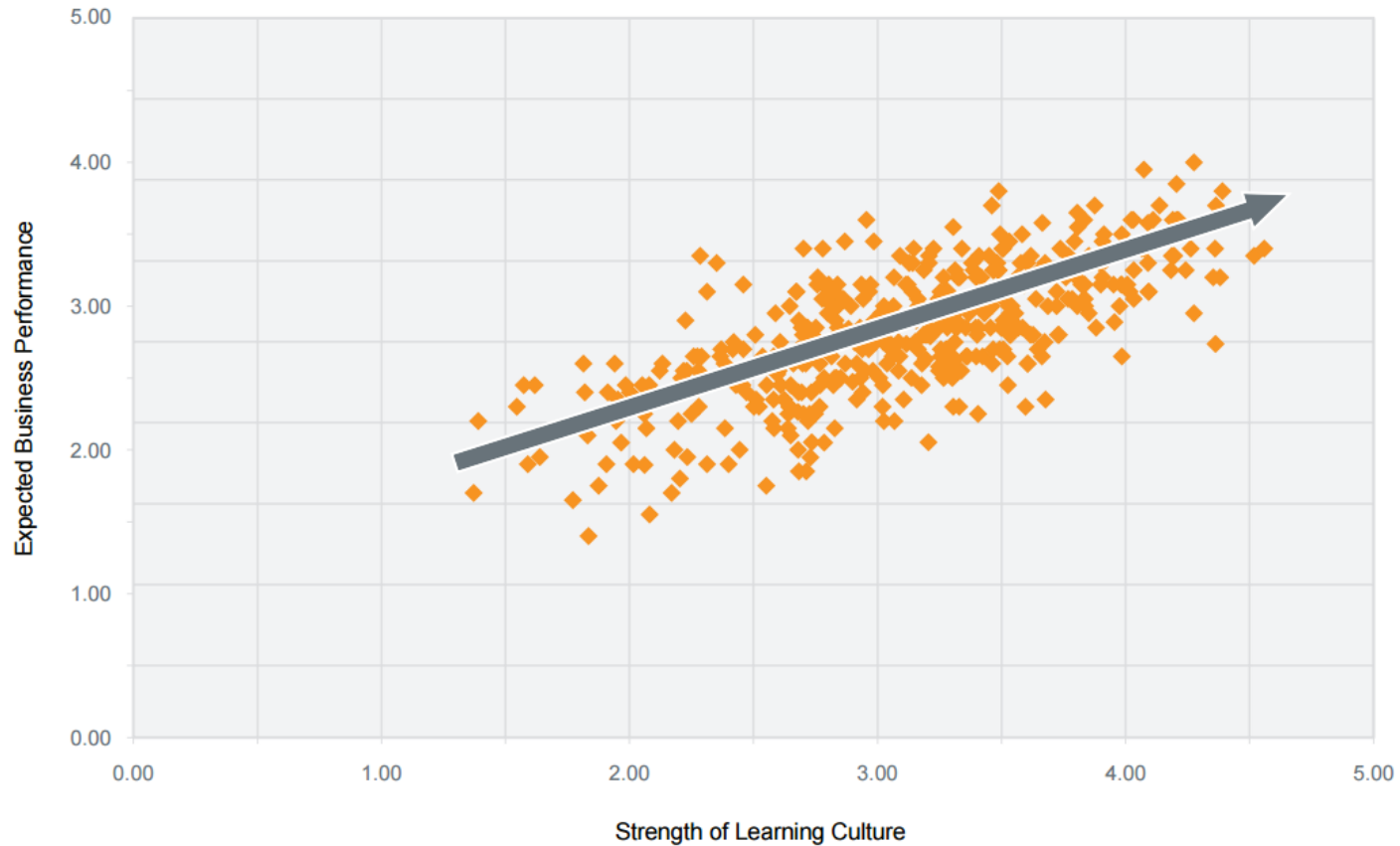
3 steps to build a learning culture



Robleh Kirce

**LIFELABS**  
**LEARNING**

# Return on Investment



Source: Bersin & Associates, 2010.



Etsy

Reddit

ZocDoc

Squarespace

Weight Watchers

Paperless Post

Warby Parker

Instacart

Tumblr

Lyft

Digital Ocean

Venmo

# TODAY'S TOPICS

**Learning  
Plans**

**Learning  
Opportunities**

**Learning  
Cues**

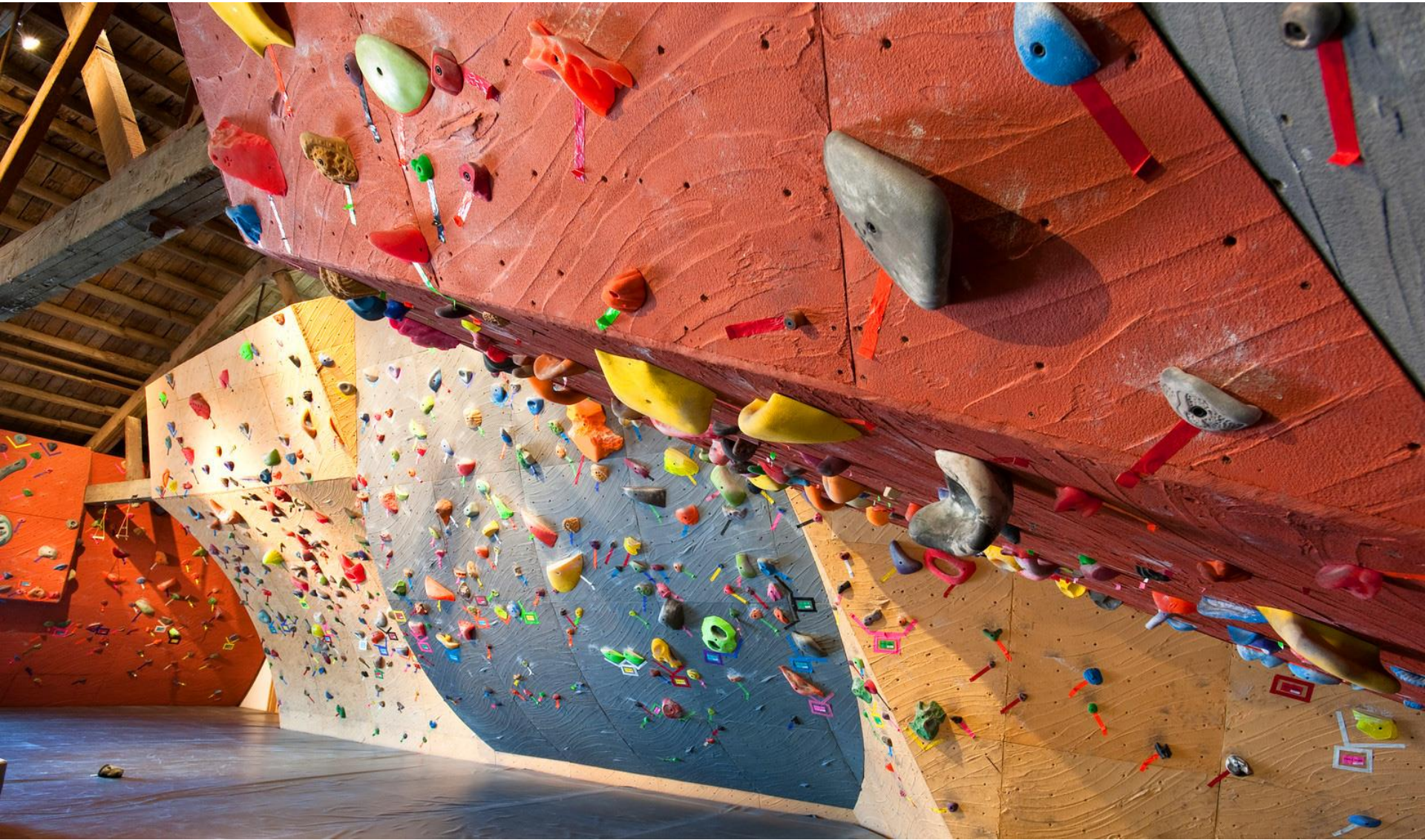
# TODAY'S TOPICS

**Learning  
Plans**

**Learning  
Opportunities**

**Learning  
Cues**





# The Goal

---

**Focus on collecting  
transferrable resources**





# The Goal

---

## Focus on collecting transferrable resources

*Skills, experiences, insights, and networks  
that transfer across roles*



# Learning Plans

---

<b>The specific area I want to improve is:</b>	
<b>My current level on scale from 1-10:</b>	
<b>Learning ideas:</b>  Experience  Education  Exposure to role models	
<b>The small step I'll take this week:</b>	

# Let's try it!

## Pair up.

---

<b>The specific area I want to improve is:</b>	Listening skills
<b>My current level on scale from 1-10:</b>	6
<b>Learning ideas:</b>  Experience Ex: project, volunteering, practice  Education Ex: book, blog, video, class, conference  Exposure to role models Ex: informational interview, shadowing	
<b>The small step I'll take this week:</b>	

# TODAY'S TOPICS

**Learning  
Plans**

**Learning  
Opportunities**

**Learning  
Cues**

# TODAY'S TOPICS

**Learning  
Plans**

**Learning  
Opportunities**

**Learning  
Cues**

# The Goal

---

**Bump into learning opportunities**



# Manager Training

---



# University

---





# Idea Sparkers

---



# Knowledge Shares

---



# Retros

---



# Share

---



## What opportunities do you create for employees to learn?

- Manager Training
- University
- Idea Sparkers
- Knowledge Shares
- Retros

# TODAY'S TOPICS

**Learning  
Plans**

**Learning  
Opportunities**

**Learning  
Cues**

# TODAY'S TOPICS

**Learning  
Plans**

**Learning  
Opportunities**

**Learning  
Cues**

# The Goal

---

**Create cues to trigger learning  
and practice**

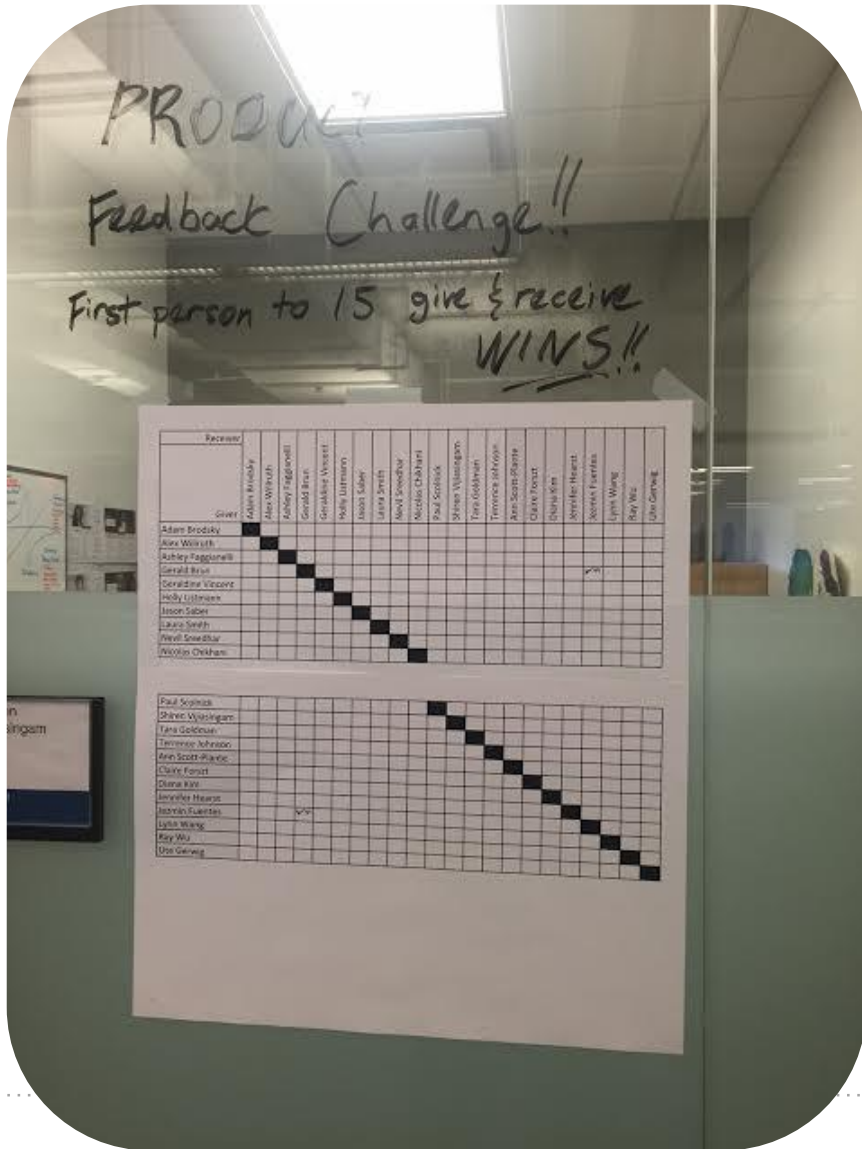


# Signs & Symbols

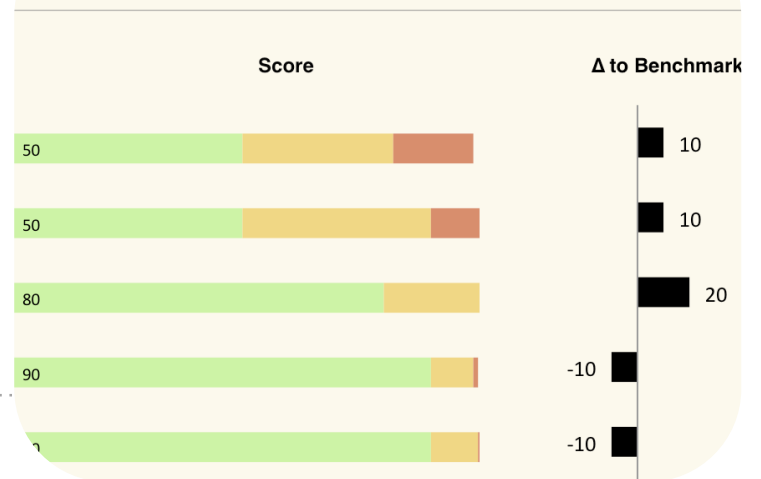




# Trackers & Games



## Manager 180



# Affordances

---



# Share

---

## How do you create cues to trigger learning and practice?

- Signs & Symbols
- Trackers & Games
- Affordances



# TODAY'S TOPICS

**Learning  
Plans**

**Learning  
Opportunities**

**Learning  
Cues**

# Thanks!

**LIFELABS  
LEARNING**



**QUESTIONS?**

**[Robleh@LifeLabsLearning.com](mailto:Robleh@LifeLabsLearning.com)**