

ASSESSMENT: How are we learning?

Learning organizations generate and act on new knowledge and are always evolving the value they deliver. The ability to do this enables you to stay ahead of change and maintain market relevance.

This simple post-up tool can spark powerful insights by highlighting your current state so you can build upon learning approaches and systems and address challenges and opportunities.



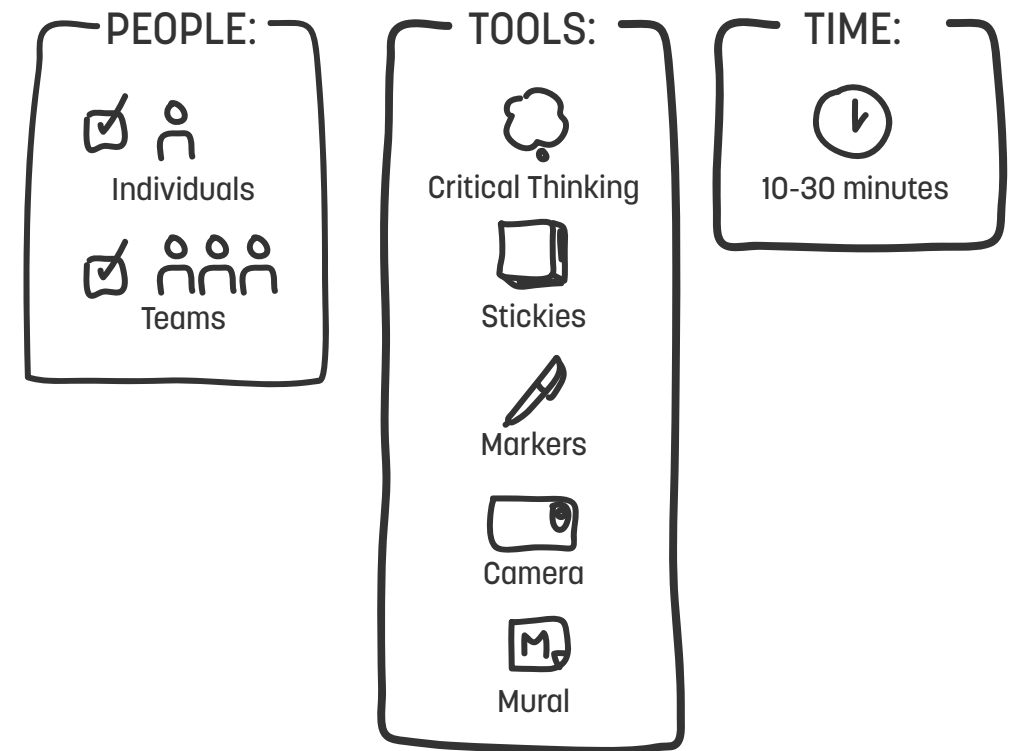
USING IN-PERSON REALTIME OR ASYNCHRONOUSLY:

1. Print page 2 as a poster and hang on a wall or recreate on a whiteboard:
 - Provide sticky notes and markers
 - Get prepared by holding a conversation with your collaborators about your target audience - whether you are assessing learning for individuals, within teams, or across the enterprise. Answers can vary significantly depending on your choice.
 - Generate as many ideas as possible for each major section on the canvas (How, What, Why - Business, Why - Personal, Where, and When). You can start anywhere.
2. Consider your findings
 - When finished, discuss and share. What do you do well? Where are your challenges? What might you start to make improvements?
3. Document and distribute
 - Take photos of the whiteboard/stickies or create a PDF of the MURAL page. Share with the participants and stakeholders.



USING VIRTUALLY REALTIME OR ASYNCHRONOUSLY:

1. Access the Mural template: <http://bit.ly/workforward-hawl-mural>
2. Invite your collaborators
3. Distribute when complete



WILL LOOK LIKE:



How are we learning?



HOW

What processes, systems and structures impact how you learn?
How does culture influence learning?



WHY (BUSINESS)

What is the role of learning in your organization?
What purpose does it serve? How valuable is learning?
Is it measured?



WHERE

Where does learning take place? In conference rooms with people present? Remotely via tele-presence? Informally, through conversation?



WHAT

What resources do you have to learn? What technologies, support, or expertise do you have to learn?



WHY (PERSONAL)

How do you learn?
How do your colleagues learn?



WHEN

Is learning scheduled formally? Is it asynchronous with little or no immediate feedback or response? Is learning limited to working hours?