

# BUILDING A LEARNING TEAM CULTURE

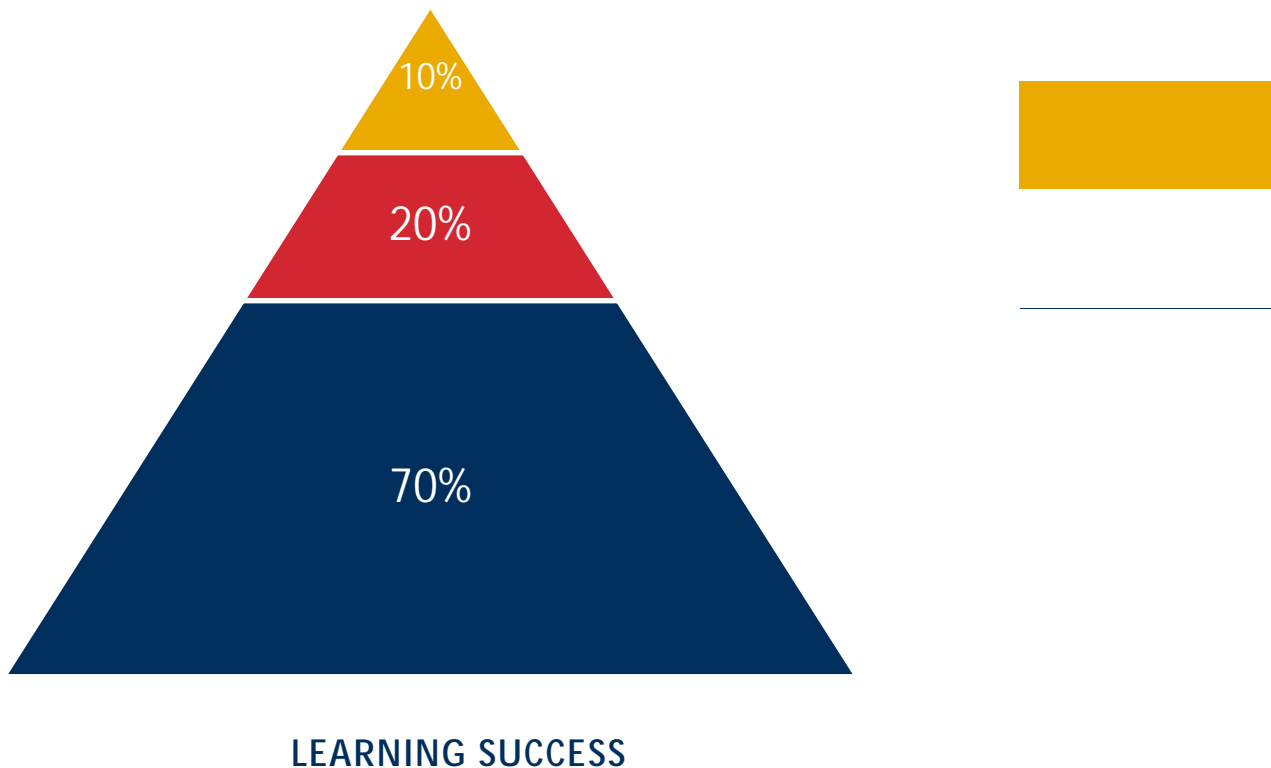
One of the many aspects of an engaged and successful organization is its' ability to learn and transfer knowledge among people. Engagement surveys have identified a need to promote a philosophy and actions based on the inherent value of growth opportunities for all individuals.

Two models give insight as to the approach we would like to build on with regards to fostering a learning culture.

## THE LEARNING TRIANGLE

Accredited to Lombardo & Eichinger (1996), the Learning Triangle depicts that learning, leading to successful performance in work and voluntary situations, changes based on the delivery method of information transfer.

Successful application of new knowledge and skills to an individuals' performance is based on **10%** retention from **formal training**, **20%** retention after **coaching conversations** and **70%** retention due to **experiential opportunities** on-site. When all three methods are used the success rate can reach 100%.



## THREE Es