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COURSE BROCHURE

Learning Culture and Continuous Development Training Course

11 – 15 January 2027
Dar es Salaam

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Registered in the United Kingdom and Saudi Arabia

Learning Culture and Continuous Development Training Course

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Learning Culture and Continuous Development is a 1-week training course for HR and L&D leaders, people managers and culture leads who want people to learn inside daily work, and it ends with a learning culture action roadmap. Skills now age faster than formal courses can be scheduled, so organisations depend on everyday habits of reflection, feedback and peer exchange. Jupiter Prime Training runs this course on learning culture and continuous development.

Why Learning Culture and Continuous Development Matters Now

Three forces push learning culture up the leadership agenda: shorter skill life cycles driven by automation, employees who judge employers by the growth they offer, and line managers expected to coach as well as direct. Where mistakes are discussed openly and managers ask for reflection, teams adapt quickly; where errors are hidden, the same failures repeat and capable people leave. The course draws on ISO 30422:2022 for learning and development processes and ISO 10015:2019 for competence management and people development, and uses the GROW coaching model for manager conversations.

Who Gains Most from Learning Culture and Continuous Development

- HR and L&D leaders who shape the policies, rituals and incentives that signal learning is valued
- People managers who hold one-to-ones, debriefs and stretch assignment conversations
- Culture and engagement leads who track climate, psychological safety and retention signals
- Internal communications partners who make learning stories visible across the organisation

A leadership group gains most when an HR leader, two line managers and a culture lead attend together.

Learning Culture and Continuous Development Capabilities

Participants move from slogans about lifelong learning to observable routines that managers and teams practise each week.

- Assess learning culture maturity with a diagnostic survey and focus groups — priorities for HR leadership
- Design team rituals such as after-action reviews and learning huddles — everyday reflection in operations
- Apply the GROW model in short coaching conversations — manager development habits
- Build peer learning structures like communities of practice and teach-backs — knowledge flow between sites
- Specify signals of psychological safety and how leaders respond to errors — climate for experimentation
- Communicate learning stories and recognition that reinforce desired behaviour — employee engagement and retention

Key Learning Culture and Continuous Development Terms

- Learning culture — the shared values, habits and systems that make learning a normal part of daily work.
- Learning in the flow of work — gaining knowledge at the moment of need, inside tasks, rather than away from the job.
- Psychological safety — a shared belief that people can raise questions, ideas and mistakes without fear of embarrassment or punishment.
- After-action review — a short structured debrief asking what was planned, what happened, why, and what to change.
- GROW model — a coaching structure moving through Goal, Reality, Options and Way forward.
- Maturity model — a staged scale that describes how established a practice is, from ad hoc to embedded.

Learning Culture and Continuous Development Day by Day

Day 1: Forces Reshaping How People Learn at Work

- Skill Half-Life and Automation Trends — Why Formal Courses Alone Fall Short
- 70-20-10 Reference Model — Balancing Experience, Social and Formal Learning
- ISO 30422 Learning Process View — Linking Culture to L&D Operations
- Learning Culture Maturity Model — Five Stages From Ad Hoc to Embedded
- Culture Diagnostic Survey Design — Questions That Reveal Real Behaviour

Day 2: Psychological Safety and Leader Behaviour

- Psychological Safety Indicators — Speaking Up, Asking for Help, Admitting Errors
- Leader Response to Failure — Blameless Review Versus Blame Cycles
- Error Reporting in Hospitals and Plants — Lessons From Safety-Critical Sectors
- Curiosity Prompts for Meetings — Questions That Invite Reflection
- Role Modelling Plans — Executives Sharing Their Own Learning Goals

Day 3: Manager Coaching Habits

- GROW Model Conversations — Ten-Minute Coaching in One-to-Ones
- Development Check-Ins — Separating Growth Talks From Appraisal Ratings
- Stretch Assignment Planning — Matching Challenge to Readiness
- Feedback Request Routines — Making Feedback Two-Way and Frequent
- Manager Learning Habit Tracker — Sustaining New Behaviours Weekly

Day 4: Peer Learning and Learning in the Flow of Work

- After-Action Reviews — Debriefs for Retail Launches and Engineering Projects
- Communities of Practice Charters — Purpose, Membership and Cadence
- Teach-Back and Lunch-and-Learn Formats — Spreading Know-How Between Teams
- Performance Support Resources — Job Aids and Searchable Knowledge Bases
- Learning Recognition Schemes — Celebrating Shared Lessons, Not Only Results

Day 5: Practising the Learning Culture Action Roadmap

- Applying Maturity Diagnostic Results — Choosing Three Priority Gaps
- Applying Leader Behaviour Plans — Commitments for Executives and Managers
- Applying Peer Learning Formats — Selecting Rituals for Pilot Teams
- Culture Indicator Dashboard — Measuring Habits, Climate and Retention Signals
- Learning Culture Action Roadmap — Ninety-Day Plan Ready for Leadership

Applying Learning Culture and Continuous Development After the Course

- Run the culture diagnostic survey with two pilot teams and hold focus groups to explain the lowest-scoring practices.
- Introduce after-action reviews in one team's weekly meeting and coach its manager through four GROW conversations.

Learning Culture and Continuous Development Questions FAQ

What is learning culture and continuous development and why does it matter now?

Learning culture and continuous development is the set of habits and systems that make learning part of everyday work. It matters now because skills change faster than formal courses can follow, and employees expect visible growth.

Which roles gain most from learning culture and continuous development?

HR and L&D leaders, people managers, culture leads and internal communications partners gain most. Each controls signals, rituals or conversations that tell employees whether learning is genuinely valued.

How does learning culture and continuous development differ from a knowledge management course?

Learning culture and continuous development focuses on behaviour: leader responses, coaching habits and peer rituals. A knowledge management course focuses on capturing, storing and retrieving organisational knowledge through systems and processes.

What do you bring back from learning culture and continuous development?

You bring back a learning culture action roadmap with maturity diagnostic results, three priority gaps, leader commitments, chosen peer rituals and a culture indicator dashboard ready for leadership approval.

Learning Culture and Continuous Development: The Way Forward

The learning culture action roadmap first informs which three habits leadership will model and fund in the next quarter. HR leaders, managers and culture leads use it to run pilots and track climate signals. After the first ninety days, the maturity diagnostic deserves a second run.