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COURSE BROCHURE

Learning Organisation Leadership Training Course for Line Managers

11 – 15 January 2027
Dar es Salaam

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Registered in the United Kingdom and Saudi Arabia

Learning Organisation Leadership Training Course for Line Managers

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Learning Organisation Leadership is a 1-week training course for line managers, HR business partners and L&D leads who want their teams to turn everyday experience into shared capability, and it ends with each participant drafting a Team Learning Charter. Organisations now face faster change in tools, roles and customer expectations, so teams that reflect and adapt quickly keep pace. Jupiter Prime Training offers Learning Organisation Leadership as a hands-on course for managers.

Why Learning Organisation Leadership Matters Now

Three forces shape how teams learn today: shorter skill half-lives as digital tools spread, hybrid working that thins out informal conversation, and employees who expect growth inside their role. An organisation that handles this well catches small errors before they repeat, spreads tacit know-how beyond a few experts and keeps capable people. The course rests on established practice in organisational learning: single-loop and double-loop learning, after-action reviews, communities of practice and the research on psychological safety in teams.

Who Gains Most from Learning Organisation Leadership

- Managers responsible for how their unit captures lessons from projects, incidents and customer feedback
- HR business partners who shape the climate in which staff raise mistakes and questions
- L&D leads who connect formal learning with on-the-job reflection and peer coaching
- Operations and service supervisors who run shift handovers, debriefs and daily huddles
- Project leads who must carry insight from one project phase or client to the next

Groups gain most when a manager attends with the HR partner and L&D lead of the same function.

Learning Organisation Leadership Capabilities

Participants leave able to make reflection, questioning and knowledge flow part of normal team rhythm rather than an occasional event.

- Assess the current learning climate of a team using simple pulse questions and observation — leadership priorities for the next quarter
- Design an after-action review routine sized to the team's work cycle — project sponsors and shift leaders
- Build a community of practice with a clear purpose, rhythm and steward — functional heads
- Apply speak-up and error-reporting practices that raise psychological safety — frontline staff and their managers
- Specify indicators of learning culture that go beyond course attendance — HR and executive reviews

- Communicate a team learning agenda that links reflection to business goals — senior stakeholders

Key Learning Organisation Leadership Terms

- Learning organisation — An organisation where people continually build shared capability by reflecting on experience and changing how they work.
- Double-loop learning — Questioning the assumptions and goals behind a result, not only correcting the action that produced it.
- After-action review — A short structured debrief comparing what was planned with what happened, why, and what to change next time.
- Community of practice — A group of people who share a craft and meet regularly to exchange know-how and solve problems together.
- Psychological safety — A shared belief that a team is safe for raising questions, mistakes and dissenting ideas without fear of blame.
- Tacit knowledge — Know-how held in people's experience and judgement that is hard to write down and spreads mainly through practice.

Learning Organisation Leadership Day by Day

Day 1: Forces Shaping Team Learning

- Single-Loop and Double-Loop Learning — How Teams Correct Versus Rethink
- Skill Half-Life Mapping — Which Team Capabilities Age Fastest
- Learning Climate Pulse Survey — Baseline for Leadership Attention
- Hybrid Work Knowledge Gaps — Where Informal Learning Breaks Down
- Manager Role Inventory — Time Spent Teaching, Asking and Listening

Day 2: Reflection Routines and Debriefs

- After-Action Review Format — Comparing Intent, Outcome and Causes
- Blameless Incident Debrief — Separating System Causes From Individual Error
- Daily Huddle Learning Prompts — Surfacing Small Lessons Each Shift
- Lessons-Learned Log Design — Making Insight Findable for Next Projects
- Facilitation Questions for Reflection — Moving Teams From Defence to Inquiry

Day 3: Knowledge Flow and Communities of Practice

- Community of Practice Charter — Purpose, Membership and Meeting Rhythm
- Tacit Knowledge Capture Methods — Shadowing, Storytelling and Worked Examples
- Peer Coaching Pairs — Spreading Expertise Beyond Key Individuals
- Expert Directory and Knowledge Map — Who Knows What Across Units
- Handover Protocols — Protecting Know-How During Role and Shift Changes

Day 4: Safety, Measures and Leader Decisions

- Psychological Safety Behaviours — Leader Responses to Bad News and Questions
- Speak-Up Channels — Choosing Formats Staff Will Actually Use
- Learning Culture Indicators — Measures Beyond Training Hours and Attendance
- Experiment Design for Teams — Small Tests With Clear Learning Goals
- Recognition of Learning Behaviour — Rewarding Shared Insight Over Hoarding

Day 5: Practising the Team Learning Charter

- Applying the Climate Baseline — Choosing Two Priority Learning Gaps
- Applying Review Routines — Matching Debrief Formats to Team Cycles
- Applying Knowledge Flow Methods — Selecting One Community or Pairing Scheme
- Stakeholder Briefing Rehearsal — Presenting the Agenda to Sponsors
- Team Learning Charter — Commitments, Owners, Rhythm and Indicators

Applying Learning Organisation Leadership After the Course

- Run three after-action reviews on live work using the format from the course and log the changes they prompt
- Repeat the learning climate pulse with the team after one month and compare it with the course baseline

Learning Organisation Leadership Questions FAQ

What is Learning Organisation Leadership and why does it matter now?

Learning Organisation Leadership is the manager's work of making reflection, questioning and knowledge sharing part of how a team operates. It matters now because skills age quickly and hybrid work reduces the informal conversations through which people used to pick up know-how.

Which roles gain most from Learning Organisation Leadership training?

Line managers, HR business partners and L&D leads gain most. Shift supervisors and project leads also benefit.

How does Learning Organisation Leadership differ from a knowledge management course?

Learning Organisation Leadership focuses on the manager's daily behaviour and team routines. A knowledge management course concentrates on repositories and organisation-wide systems.

What do you bring back from Learning Organisation Leadership training?

You bring back a Team Learning Charter for your own unit. It sets out review routines, knowledge flow methods and indicators, with named owners.

Learning Organisation Leadership: The Way Forward

The Team Learning Charter first informs which two learning gaps a manager tackles in the coming quarter. Managers use it with their team, HR partners use it to align support, and L&D leads use it to link formal courses to on-the-job reflection. After its first use, revisit whether debriefs are changing decisions or only producing notes.