

PPL

How We Learn

Making the 'growth mindset' our business as usual



1

Outlining the rules of the game

You can never attend the same course twice.

Even if nothing else changes, you should have been changed by the experience of applying the learning over the past year.

Learning is not just something that happens during training.

Focusing on How We (each) Learn in the literal sense, is how we can support each other to be the best we can all be professionally.

2

Making learning a professional (and personal) journey

Learning is a personal opportunity and responsibility.

We support and challenge PPL colleagues to understand how they personally learn and grow, take responsibility for their development and to not to shy away from things they find difficult or mistakes they have made, but instead to embrace these as rich areas for growth

3

Being comfortable with discomfort

This approach to learning is not a soft one.

It is easier and more comfortable to avoid our mistakes and weaker areas because of the (understandable) feelings they provoke in us. Understanding that, we strive to create an environment of real psychological safety. We acknowledge that none of us are perfect, that we are all learning all the time, and that we can expect to do so without judgement or criticism.

4

Reframing our management culture

We reframed our management culture to support and prioritise this way of learning.

Time for development is prioritised and the skill of learning – learning about client challenges and complex problems rather than repeating text book answers – is one that we recognise and value as being the heart of really excellent consultancy support.



Building a community – a catalyst for learning

Building a community around this way of growing and nurturing talent within an organisation is one of our key objectives for the future.

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