Creating & Fostering a Culture of Continuous Learning and Innovation

Industries across the globe are going through different stages of disruption today. One of the main factors behind that is the advancements in technology over the past few years which have been further accelerated by the Covid 19 pandemic. In addition, with the change in the ways of working and workplace operating, the demand for the latest skills has grown many folds. Companies with the best strategies to help employees adopt these changes and transition into the new environment will sail smoothly into the future.

The shelf-life of the talent today is even less than a packet of bread, and the only way forward is to upskill and reskill them continuously. Learning is imperative for living, and with rapid change comes the need for rapid learning, and it has to be approached with the right mindset. Organizations are paying special attention to the learning curves of their employees and trying to give them the best in class platforms and content to upgrade themselves.

As seen in recent times, leaders and companies are increasing their budgets for skilling their employees to use the internal resources at an optimum level. A survey conducted by Gartner on the top priorities of HR leaders revealed that building critical skills and competencies comes at the top with a 59 percent weightage.

Challenges along the way

Keeping the employee engaged either in an upskilling program or at the workplace becomes a task for the organization, with attention span being so less and the blurring lines between work and personal life because of the work from the home scenario. Employees are juggling between work and the continuous need to upgrade themselves which is taking a toll on them and becoming immensely difficult for employees to keep up with. This can also result in fueling the wave of great resignation. With a very limited pool of talent available in the market, upskilling your own talent is an organization's best decision to retain the employee and flourish the business.

Agility for employees and empathy for leaders have emerged as the most important skill while deciding a person's competencies in a workplace. Empathetic leaders have always been great motivators and support systems that employees need to do their best at the workplace, especially when the world around them is going for a toss.

Taking the Necessary steps

With these new challenges comes the need to build a culture of safety and security where employees can feel that their voice will be heard and their problems will be resolved, not fearing the repercussions of not having a skill but getting words of encouragement to build them and implement in their work. So, creating a culture of open communication and enabling employees to share their ideas and what works best for their learning journey can be incredibly beneficial and a game-changer when it comes to creating a strategy to upskill your employees.

Retaining talent is becoming exceptionally difficult with each passing day for the companies as we all have seen the wave of great resignations. Satisfaction is becoming a solid criteria for employees to remain in a job or join a new organization, and it includes all the minute details related to the workplace and its culture. Soft skills are the most essential skills that an employee needs to be equipped with to transition along with all the changes taking place in the new remote or hybrid work setup.

Content has always been the king, be it for the employees' engagement or attracting them to learn a new set of skills. Giving the workforce the flexibility to learn at their own pace and empowering them to implement the newly discovered skills in their work can help organizations in building a culture of continuous learning, and organizations should keep innovating their ways to keep the fire alive for this kind of culture to survive and thrive.