

Evolve With a Learning Culture

How to increase engagement and reduce turnover with a learning culture (even in remote teams).



Nikola Velickovic (Nik V.)
Founder, Skills for Scale

HR Evolve

In this session we will cover

1. What is the cause of employee disengagement
2. What is a Learning Culture and why you should build one
3. Practical strategies you can apply immediately

My Story

Over the past 10 years, I've been a:

- Corporate Trainer
- Team Building Expert
- Instructional Designer
- Learning Consultant

But the goal was always the same:

Improve skills. Increase engagement.



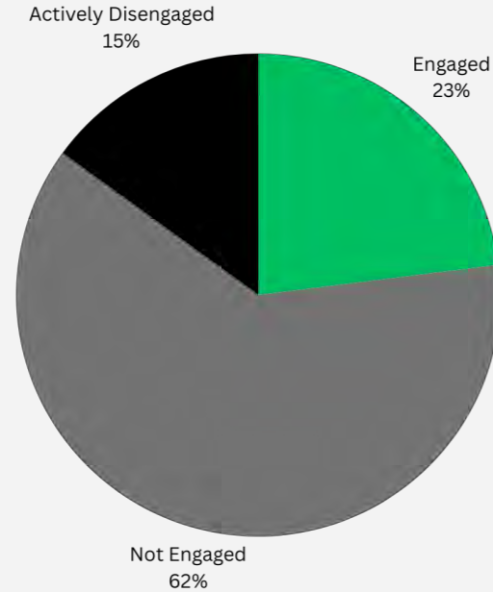
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The Employee Crisis

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Gallup's State of the Global Workplace 2024 report



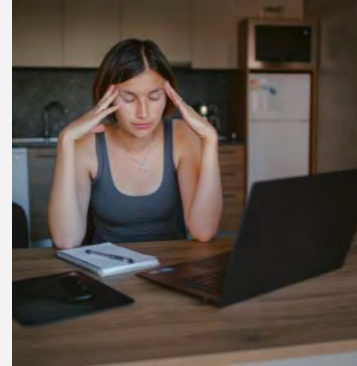
Impact of Low Engagement:

1. \$8.9 trillion annually (9% of global GDP)
2. Increased Turnover Rates
3. Lower Well-Being
4. Absenteeism and Poor Performance

Remote Work Challenges



Increased
Loneliness



Increased
Stress



Reduced Managerial
Influence

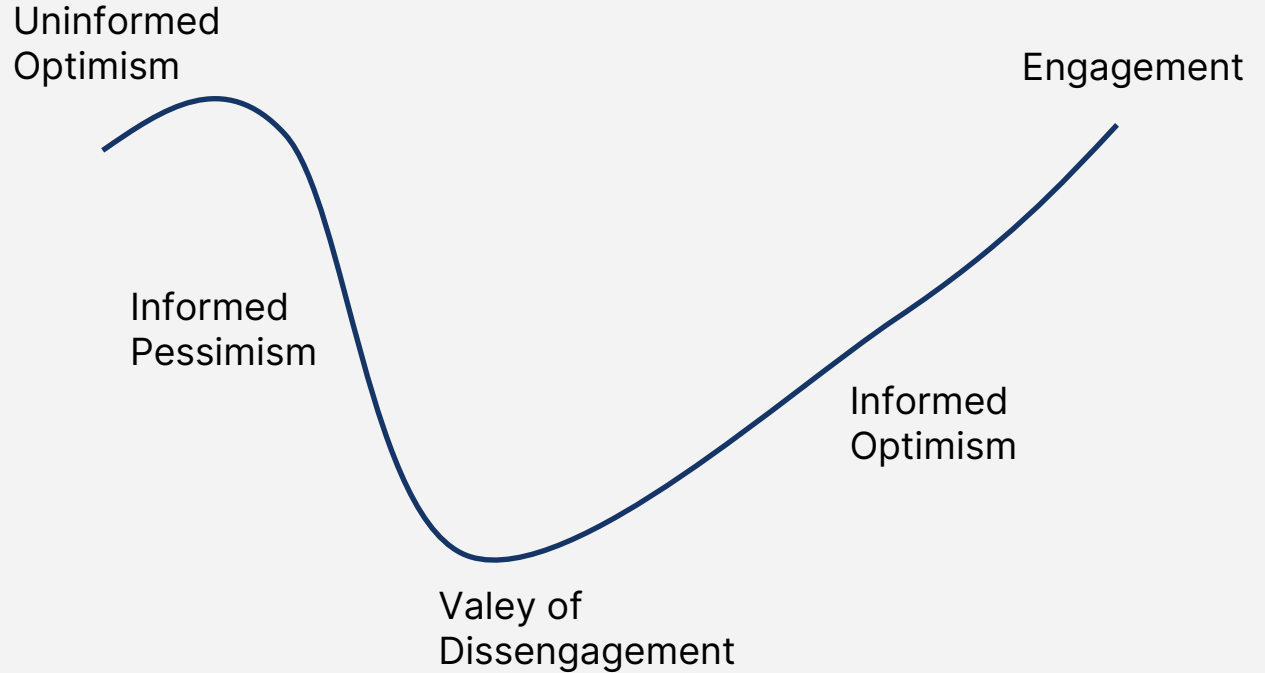
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How Disengagement Happens

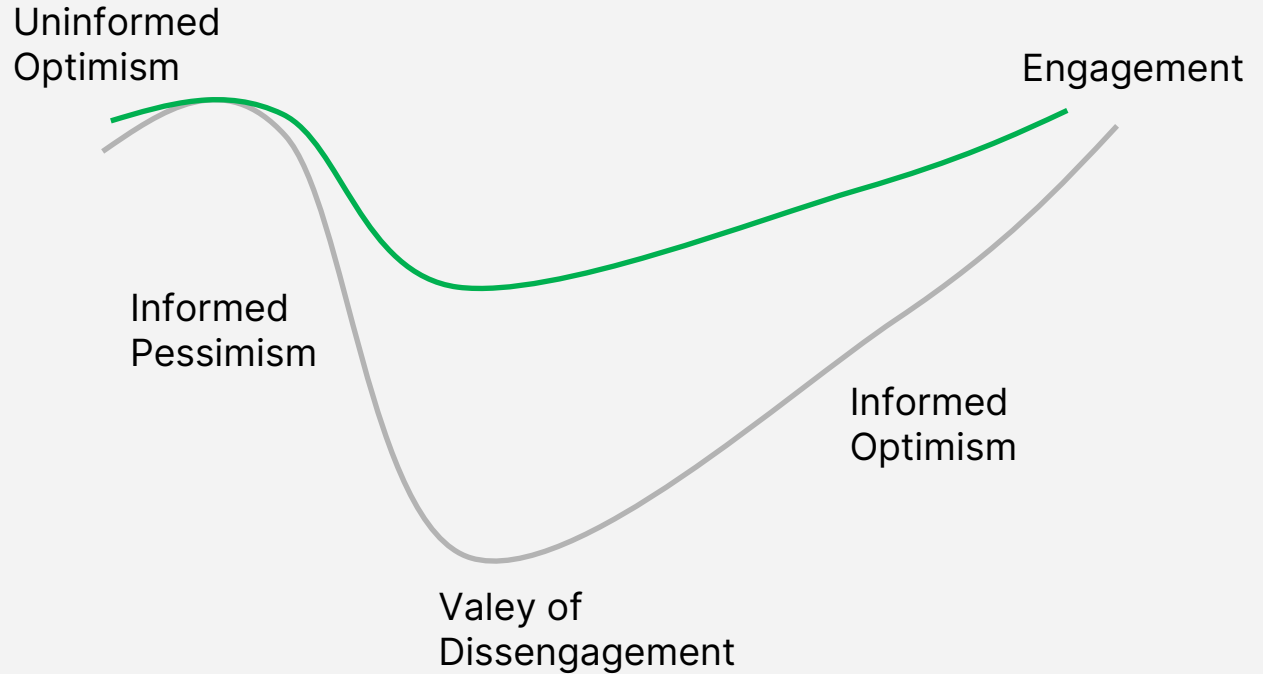
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The Engagement Curve



The Engagement Curve

*With a
Learning
Culture



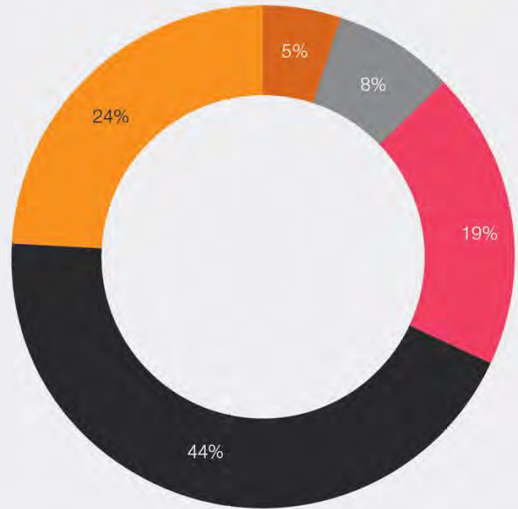
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What is a Learning Culture

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To what extent do you agree with the following statement regarding your organisation



My organisation has an effective learning culture.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

68% Agree or Strongly Agree

Elements of a Learning Culture

1. Leadership Involvement
2. Learning Mindset
3. Learning Community
4. Learning Process

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How to build a Learning Culture

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1. Master the Onboarding

- Separate Company Onboarding from Job-Specific Onboarding
- Use a Blended Onboarding approach
- Improve with every new hire

2. Design Personal Growth Plans

- Identify individual strengths and gaps
- Make your employees own their growth plan
- Enable managers to support

3. Build a no-cost Learning Calendar

- Monthly reflections, knowledge sharing sessions, brainstorming sessions, in-house SME training, etc.
- Block time for learning in the calendar
- Make attendance mandatory

4. Double down on employee recognition

- Make it timely
- Personalize recognition
- Incorporate award ceremonies



“Change is inevitable.
Growth is optional.”

John C. Maxwell

Start with Onboarding!

Sign up for my free course

'Onboarding Basics'

www.skillsforscale.com

