

# Four Strategies for Building a Culture of Learning Remotely

Help for Overcoming Common Challenges

#### Introductions



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### "A culture of learning represents a shared direction towards your organization's mission."

Ana Goodman, Director of Corporate Operations and People and Culture, D2L

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## **Challenges that Can Accompany Remote Work**





Ensure those who are not in headquarters feel connected and engaged.

# A Lack of Informal Communication Opportunities







# Unequal Access to Learning

Just-in-time
learning with peerto-peer feedback
shouldn't be a
privilege for
employees who
work on-site.





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You have to go out of your way to document and share your values.

# The Scattered Development of a Company Culture



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# Strategies for Building a Culture of Learning Remotely



#### **Building a Culture of Learning Remotely**

#### STRATEGY #1

Take your learning to the cloud

#### STRATEGY #3

Set expectations around work and learning

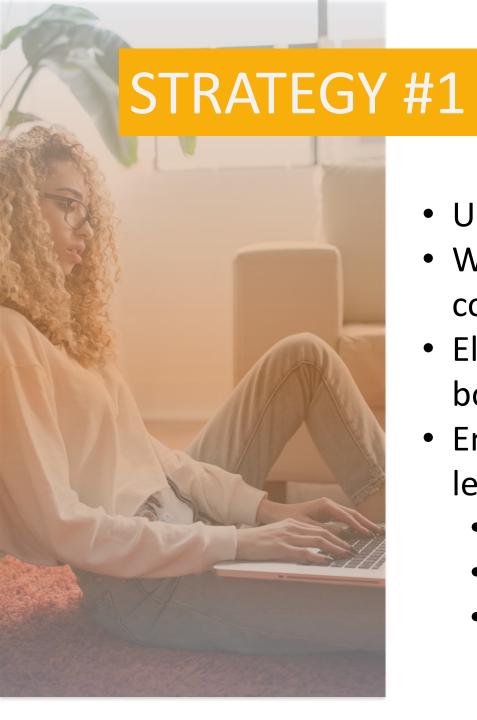
#### STRATEGY #2

Involve every level of your organization

#### STRATEGY #4

Make your LMS the center of community

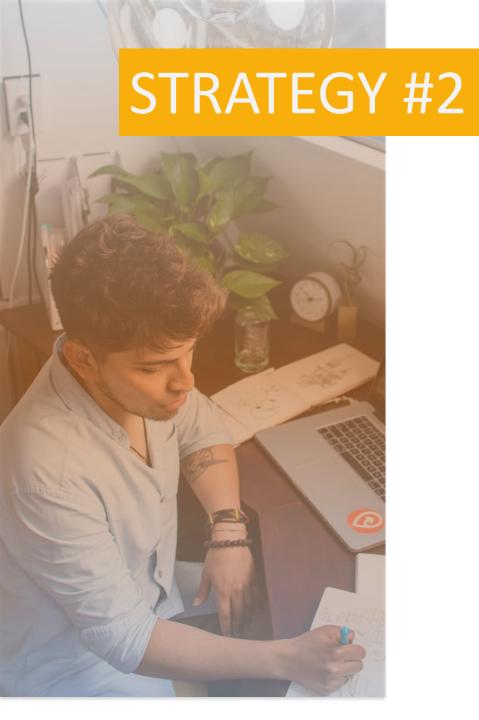




### Take your learning to the cloud

- Use knowledge sharing tools
- Widely adopt consistent communication platforms
- Eliminate geo-location as a boundary
- Encourage on-demand learning
  - Micro-learning
  - Badging
  - Skills

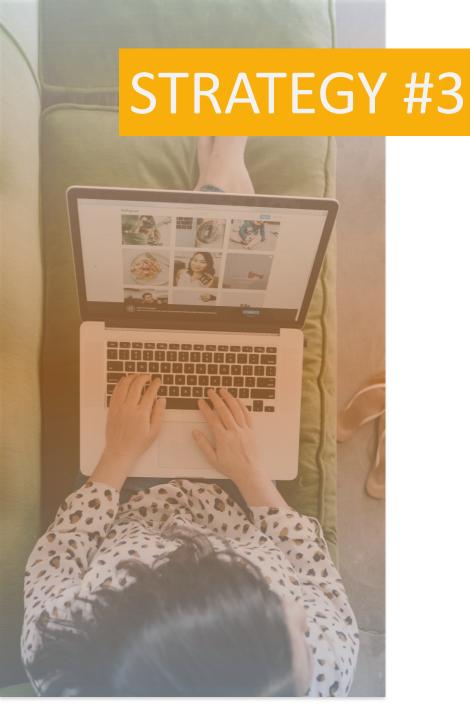




## Involve every level of your organization

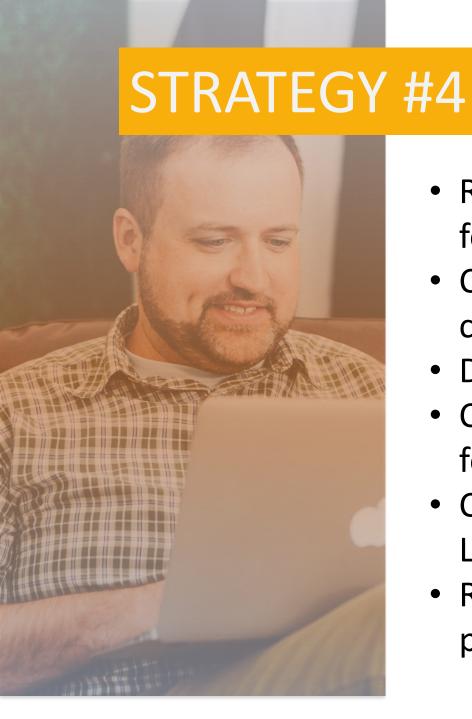
- Align C-suite, key leaders, managers and individual contributors
- Offer all experiences in equivalent formats
- Involve remote workers in planning
- Executive champions can help remove barriers





# Set expectations around work and learning

- Help supervisors have quality conversations around work-life balance
- Be clear that learning is part of work
- Help employees plan for learning
- Create intentional time to connect

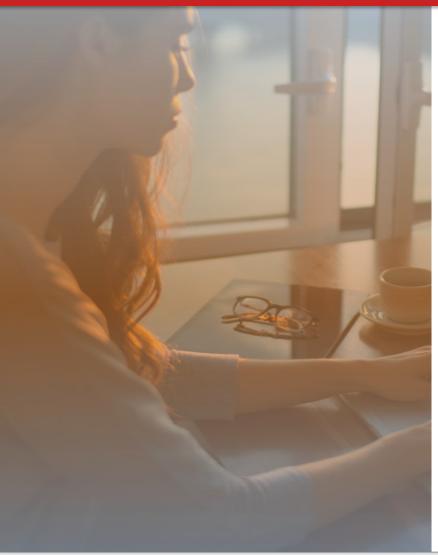


## Make your LMS the center of community

- Regularly update the news feed
- Create an engagement calendar
- Decide on content for the LMS
- Companywide discussion forums
- Connect business tools to the LMS
- Reward employee participation



# Modern Learning is Remote Learning



- Strategies for Building a Culture of Learning Remotely
  - 1. Take your learning to the cloud
  - 2. Involve every level of your organization
  - 3. Set expectations around work and learning
  - 4. Make your LMS the center of your community



#### Questions?

Four Strategies for Building a Culture of Learning Remotely