

2018 CREW Leadership Forum Series

The Innovative Leader

Workshop #2: Creating an Innovative Learning Environment



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Presented by:

Courtney Hamm, MB Real Estate
Helen Kessler, HJKessler Associates

Kathy Lanyi, Perkins + Will
Janice Wood, CBRE Inc.



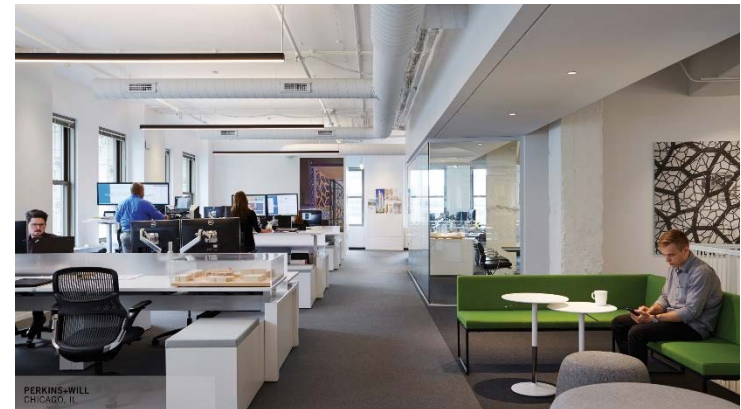
With thanks to Sharon Krohn, Sharon Krohn Consulting and Michelle Halle Stern, The Green Facilitator for additional facilitation

Tell me and I'll forget; Teach me and I'll Remember;
Involve me and I Learn

Benjamin Franklin

As a result of this session, you will:

- * Understand what an Innovative Learning Environment is
- * Explore tools/strategies to support learning
- * Develop ideas applicable to your organization



Agenda

What is Learning?

- * To Innovate: Become a Learning Organization
- * Re-imaging Learning
- * Space Matters – Impact on Innovation, and Social Learning

Consensus Workshop

- * Learning as part of Culture -
- * How to build an Innovative learning environment in our organizations?

Something to Think About

- * What do you think innovative learning is?
- * How is innovative learning accomplished in your organization?



To Innovate: Become a Learning Organization

Fast paced business environment:

- * Rate of change is increasing
- * Time to market is decreasing

Continual Innovation is the Differentiator:

- * Continual innovation requires continual learning
- * Continual learning= thinking outside the box



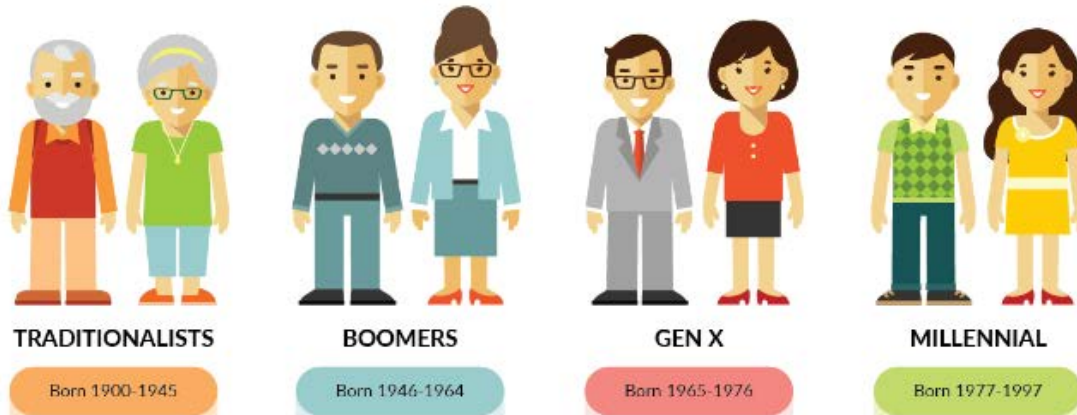
Leaders are all asking the same questions:

- * How do I develop my most valuable asset (my Team)?
- * How do I continue to innovate?
- * What tools can I use to capture and exchange knowledge?



Extreme Diversity in the Work Force

- * For the first time -- four generations in the work force :



- * Companies must manage Extreme Age, Gender, and Ethnicity Diversity

What are global, leading companies doing to address these issues?

- * Transforming - to a Learning Organization Mindset
- * Implementing new Learning and Development – focusing on how people actually learn

70:20:10 & Continuous Learning explained by Charles Jennings



<https://www.youtube.com/watch?v=LFmPfbeDLBc>

Does 70:20:10 work?

- * **Experiential & Social Learning more useful than Formal Learning**
- * **Companies that support learning as part of work flow more likely to report business benefits than others:**
 - * 4x as likely to report faster response to business change
 - * 3x more likely to report improved staff motivation
 - * 2x more likely to report increased customer satisfaction

In -Focus Report: 70+20+10=100,
February 2016

Re-imagining Learning

- * What creates an environment that responds to 90% experiential and shared learning?
- * **Case Study: Adidas Group Learning Campus**
 - * Re-positioning Learning and Development as a competitive advantage

THE HOLISTIC KNOWLEDGE CYCLE



“Learning must be fun, engaging and hip ”

Jeanne Meister on Adidas

Marketing the New Vision to a diverse workforce

- * The Adidas Group's New Way Of Learning



<https://www.youtube.com/watch?v=vS8CV5NHuYY>

Adidas Group Learning Campus

Strategy/Goals:

- * Create a combination of digital & physical learning spaces
- * Shift to a collaborative, connected, “social” learning environment
- * Innovation is part of everybody’s daily work – We both Teach & Learn
- * Leaders actively involved through sharing, teaching, and learning
- * **Promote a new culture of self-driven life-long learning**



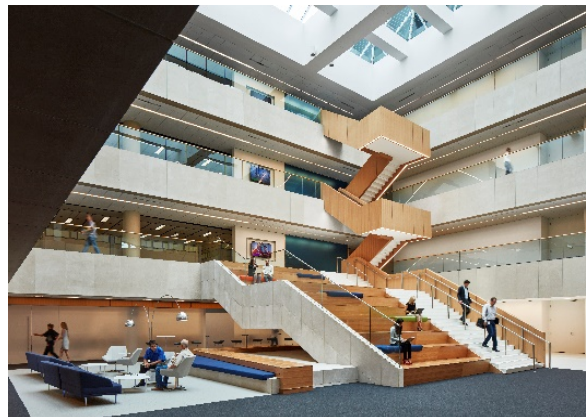
Physical Space Supports Learning and Innovation

- * Creates Communities
- * Facilitates Collaboration
- * Creates Serendipitous Encounters
- * Is flexible and responsive to the changing needs of the workers



Trends Influencing Workplace Design

- * **Trend 1:** The increasingly “open” and collaborative nature of innovation
- * **Trend 2:** The complexity of innovation is re-valuing face-to-face communications.
- * **Trend 3:** Technology is transforming spaces and the way we work



Build an Innovative Learning Environment

Consensus Workshop:

"How can you promote Innovative Learning in your organization?"



Summary

- * Group Read-Out
- * Summarizing Ideas
- * Q&A

Your Action Plan

- * What do you plan to do differently regarding learning in your work environment?
- * Do you need to change mindset in your organization, and if so, how do you hope to make that happen?

Resources

- * “Charles Jennings & Fuse”
<https://www.youtube.com/watch?v=t6WX11iqmgo>
- * “70:201:0 & Continuous Learning explained by – Charles Jennings
<https://www.youtube.com/watch?v=LFmPfbeDLBc&t=6s>
- * The Adidas Group's New Way Of Learning
<https://www.youtube.com/watch?v=vS8CV5NHuYY>
- * Revolutionize Learning & Development; Clark Quinn -
- * 70+10+10 = 100 The Evidence Behind the Numbers; Jennings/Overton/Dixon
Towards Maturity: In-Focus Report, Feb. 2016
- * “Innovation Spaces – The New Design of Work” – Julie Wagner and Dan Watch
Brookings Institute, April 2017
- * Working and Learning Adidas Style - Jeanne Meister
<https://www.forbes.com/sites/jeannemeister/2014/07/21/a-new-way-of-working-and-learning-adidas-style/#21d551642adc>



**Please join us for our next program on
August 16 - *Fostering Effective Communication***

**CREW Chicago Book Club - featuring
Originals: How Non-conformists Move the World - By Adam Grant**

Held in members' homes - 6:00 – 8:00 pm

The mission of the CREW Chicago Leadership and Professional Development committee is to create a forum for members to converse and connect with the goal of growing and developing their capabilities as confident leaders, change agents, and fulfilled and effective professionals. We will achieve our mission in a collegial, supportive environment that encourages openness, respecting the integrity of each CREW Chicago member.

2018 Leadership Forum Series: The Innovative Leader

Please join us for this dynamic series of interactive workshops designed to help you develop your skills as an innovative leader:

- April 10th** ***Creating a Culture of Engagement***
Polsinelli 150 N Riverside Plaza, 4:45-7:15pm
- June 12th** ***Creating an Innovative Learning Environment***
Polsinelli 150 N Riverside Plaza, 4:45-7:15pm
- August 16th** ***Fostering Effective Communication***
CREW Chicago Book Group – featuring
Originals: How Non-Conformists Move the World - by Adam Grant
Held in members' homes - 6:00-8:00pm
- Sept 25th** ***Leveraging Diversity***
Polsinelli 150 N Riverside Plaza,, 4:45-7:15pm
- Nov 13th** ***Encouraging and Rewarding Risk***
Polsinelli 150 N Riverside Plaza, 4:45-7:15pm

We encourage you to attend the entire series, but it is not necessary to attend a previous program to benefit from a future program.

We welcome those who can only attend individual programs as well as those who participate in the complete series. Take advantage of this great opportunity to build your strategic leadership skills in a collaborative learning environment.



CREW Chicago is grateful to Polsinelli for its generous sponsorship of the 2018 Leadership Forum Series