

## Care Skillsbase: Manage Skills

### Create a learning environment

Research suggests that some environments are more conducive to learning than others.

It makes sense to do what you can to ensure the climate in your organisation is favourable to learning.

At work, people learn most when they are encouraged to:

- think about what they are doing
- pay attention to what happens
- identify ways to do it better next time.

When you train supervisors, do you train them to help staff approach tasks in this way?

People also need:

- time to think
- support to act
- feedback on results.

Do you show your supervisors how to support staff in this way?

People need confidence to:

- ask questions
- acknowledge mistakes
- act on their learning.

Do you train your supervisors to build the confidence of the staff they supervise?

You can also help people learn more by giving them the opportunity to:

- listen to, observe and work with others who have more expertise
- use their initiative to solve problems
- take on more challenging tasks.

Does your organisation offer all staff these opportunities?

Organisations that create a favourable climate for learning are better able to flourish in a changing world.

For more information about creating a learning organisation, go to the publications section on the SCIE website: [www.scie.org.uk/publications/learningorgs/index.asp](http://www.scie.org.uk/publications/learningorgs/index.asp)