

Implementing an open learning culture



Leading Property
Managers Association



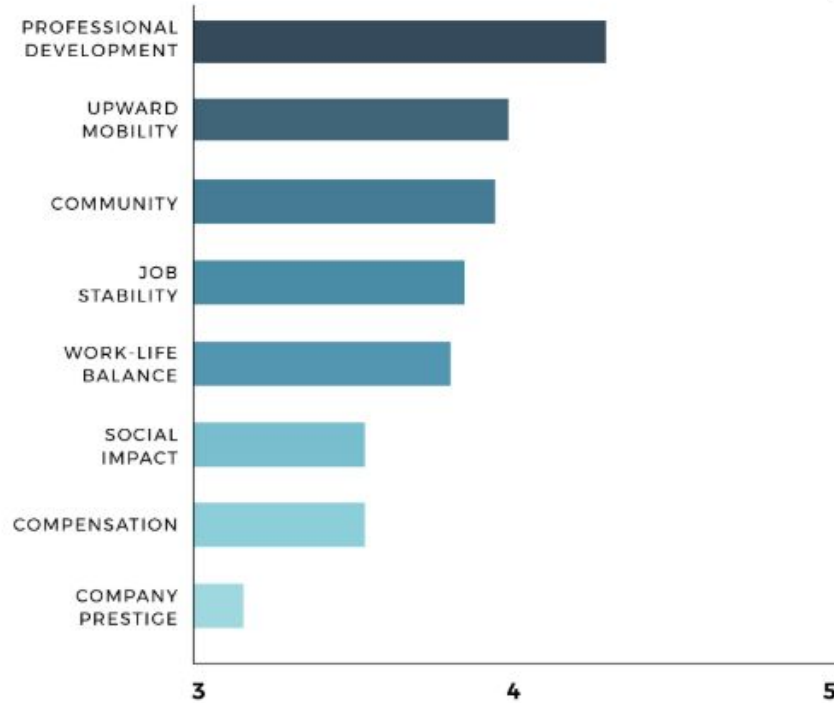
*“Intellectual growth should commence at birth and
cease only at death.”*

– Albert Einstein

Why?

WHAT GEN Z WANTS

OVERALL



Why?



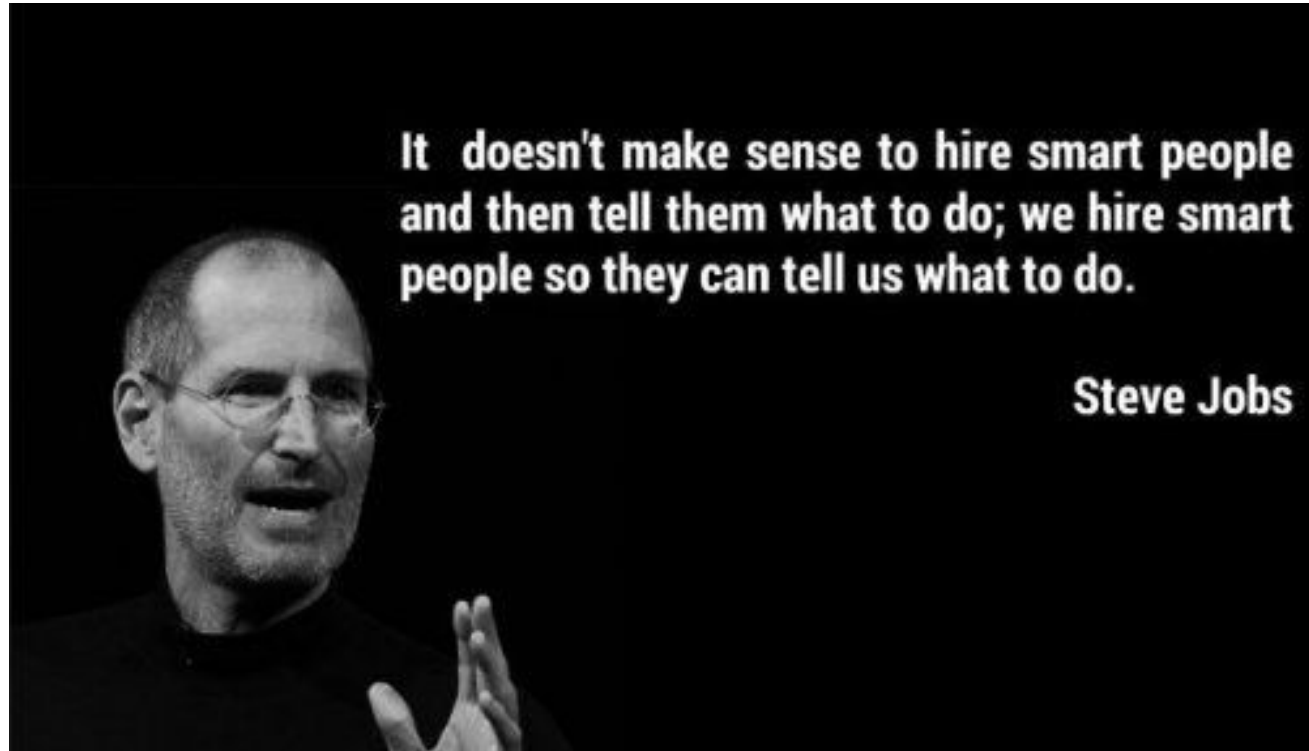
Reasons this is important the business

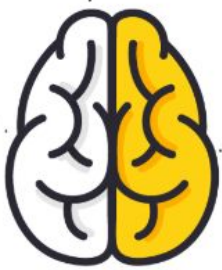
1. Support succession planning.
2. Increase employee value.
3. Reduce attrition rates.
4. Enhance operational efficiency.
5. Exceed industry standards.

Why?



Hire Bright & Creative Employees





Set long term goals



https://info.lululemon.com/content/dam/lululemon/features/holiday/2015/VG_worksheet_2015.pdf

<https://www.lessonly.com/resources/free-employee-training-plan-template/>



Goal Worksheet

Congratulations on writing your vision! Now it's time to pull some 10-year goals from that vision and trickle them back. Choose a 10 year goal in either personal, career or health and plug it into this worksheet.

YOUR GOALS:

- Trickle back- start with the end in mind. Set 10-year goals first, then move backwards to 5 years and then 1 year
- Use affirmative language. State what you want, not what you don't want
- Are in the present tense: I am. I have. I create.
- Are measurable (I visit three retreat centres by December 2013) so that you can check them off
- Have a deadline - decide by when your goal will be complete, this helps to get you into action

Choose one 10-year goal that is apparent from your work discovering your vision and place it into the worksheet below. Then repeat for all domains (personal, career and health) to complete the first draft of your goals!

10	DOMAIN (eg. personal)	EXAMPLE: <i>I own a leadership retreat on 60 acres of land by November 2022</i>
5	to get to my 10-year goal I will...	EXAMPLE: <i>I own 60 acres of land on Vancouver Island by September 2017</i>
1	what I need to do in 1 year to get to my 5-year goal	EXAMPLE: <i>I visit three different retreat centres by September 2013</i>

Open door policy for mistakes as well as team ideas.





Establish Clear Links Between Learning and Performance

<https://lpma.com/foundry/career-check-ins/resource-career-check-in-template>

Career Check-in Contribution and Development Review

Name: _____

Role: _____

Date: _____ Period reviewed: _____

Reviewed by: _____

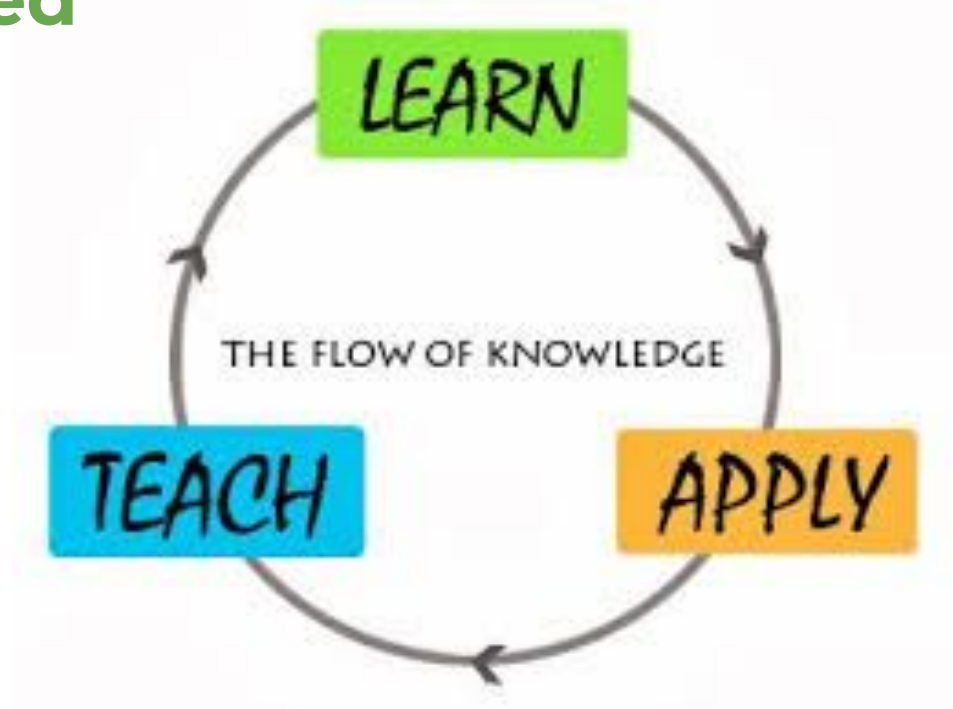
Things that you are doing well in your role:

-
-
-

Things that can be worked on:

-
-

Make Sure That What Employees Learn Is Applied



Identify Subject-Matter Experts in your office



Make Employees Accountable for Their Own Learning





Summary

- Every business must develop a learning culture to attract and retain the best people.
- Create individual Learning & Development plans.
- Make your team accountable for their own learning.
- Tie learning and performance together
- Implement what they learn into their roles and the business
- Lead by example. “A fish rots from from the head down”

Thank You

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The logo for the Leading Property Managers Association (LPMA) consists of the letters 'L', 'P', 'M', and 'A' in a bold, white, sans-serif font. The 'P' is positioned above the 'M', and the 'L' is to the left of the 'M'.

LPMA

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