

# Are you a Learning Entrepreneur™?



## Your organisation needs Learning Entrepreneurs.

Learning Entrepreneurs recognise and seize opportunities to innovate. They develop great partnerships with their customers based on a sound understanding of commercial needs. They are prepared to challenge the status quo and accept the risks involved with taking action. A Learning Entrepreneur is someone with passion who sees opportunities, then generates innovative, creative ideas to effect a change. Learning Entrepreneurs are commercially creative and always have an eye on the value they offer.

### Action

#### 1. Rate yourself

Take a look at the behaviour wheel below and take a few moments to identify your strengths and opportunities for stretch. There are four core areas, each of which have three behaviours that define them. For each behaviour identify what mark out of 10 you would give yourself. If you're bold you might even ask some of your colleagues to mark you too! Add this to the next page and think about some ideas you can implement to provide additional focus and drive.

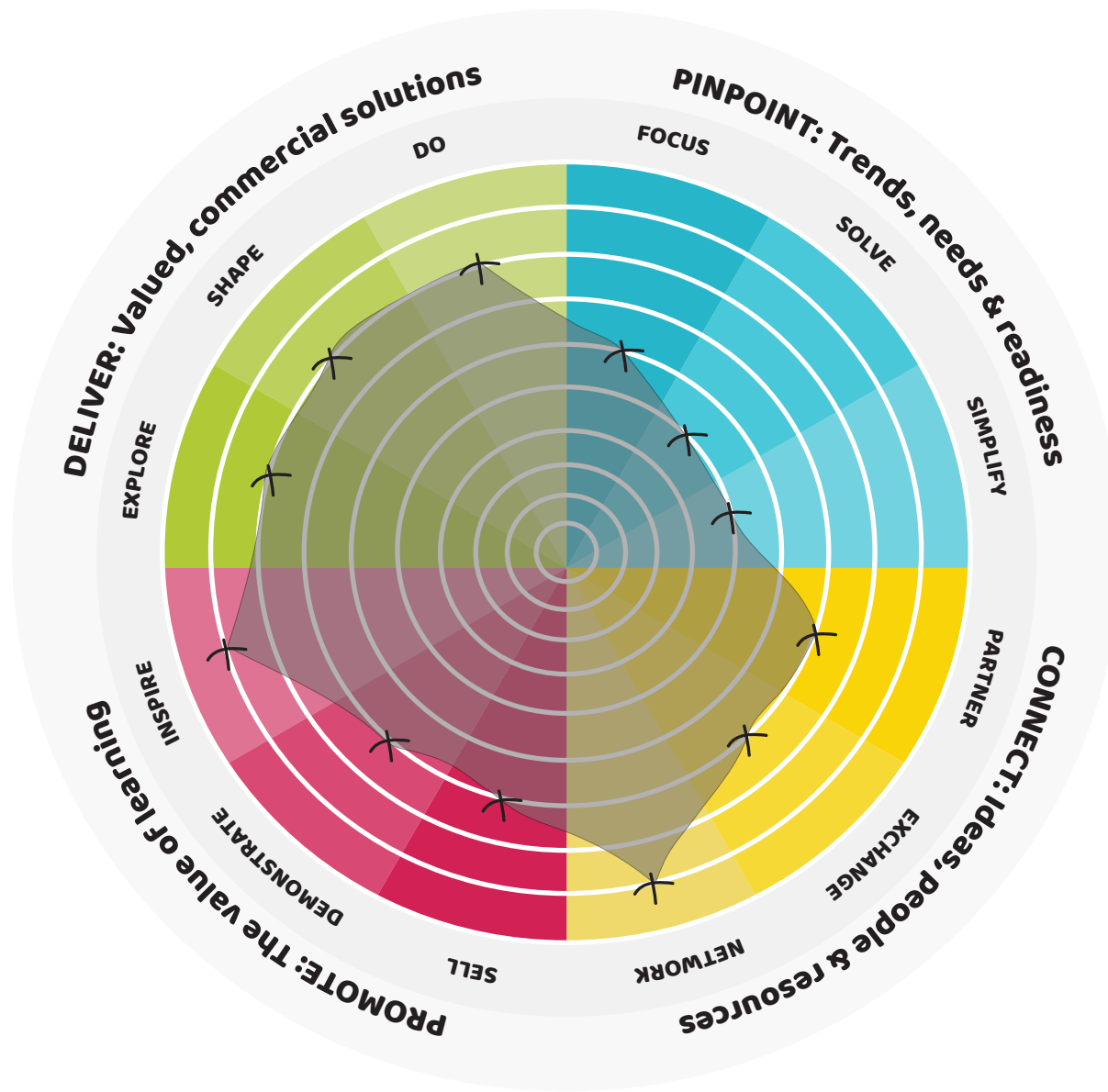
#### 2. Identify areas of strength

Look at where you are strong and consider how can you leverage this more

#### 3. Identify areas for growth

Think about 3 areas in which you would benefit from stretching yourself and work out who can help you with this and/ or how you can find resources to help you.

Take a look at the example on the next page to help you. There is also a full action plan if you want to dig a little deeper.



I provide great solutions in response to what we need now I would benefit from tapping more into the longer term org. strategy to anticipate needs and build a resilient workforce.

I have great relationships with operational partners and need to stretch this now to include Directors so I can influence at this more senior level.

I know we need to invest in technology to support continuous learning but this feels like a stretch right now so to get there...

1. Tap into Mary's network (she has a good feel for networking at a more senior level)
2. Take 15 mins a day to read posts/articles from good quality social learning leaders
3. Book sessions with all senior stakeholders to discuss what's on their horizon (and how it's changed since Covid) and explore ways to build skills needed now and future
4. Share insights with key stakeholders as I continue to develop in a way that they will enjoy
5. Take a key topic that is recurring and curate great resources to send to stakeholders
6. Practice y own reflection/learning skills and encourage others to do the same through my own questioning.



## **PINPOINT: Action Plan**

**Score/10**

### **PINPOINT**

Enables you to harness your own resourcefulness to solve the problems that matter to the business.

These behaviours ensure you focus on the right things, filter out distracting noise and pinpoint what will really make a difference.

**FOCUS:** How familiar are you with the organisational strategy? How well does learning contribute to the challenges the organisation faces?

**SOLVE:** How well do your solutions really solve organisational challenges and get people fit for the future?

**SIMPLIFY:** Is learning simple and easy to access? Can you respond to the changing needs of the organisation?

### **OVERALL SCORE/30**

IDEAS FOR ACTION



## **CONNECT: Action Plan**

		<b>Score/10</b>
<b>CONNECT</b> Recognises that learning doesn't exist in a vacuum; working collaboratively with all areas of your business enables really great learning solutions to take shape.  These behaviours ensure you connect ideas, information and people in a way that creates powerful sustainable partnerships.	<b>PARTNER:</b> Are you a trusted partner in the business? Do you have a seat at the table or are you the last to be brought into any discussions?	
	<b>EXCHANGE:</b> Are you a go-to person for advice and ideas?	
	<b>NETWORK:</b> How effective is your network inside and outside the organisation to help you develop ideas and create value?	
<b>OVERALL SCORE/30</b> IDEAS FOR ACTION		



## **PROMOTE: Action Plan**

**Score/10**

<p><b>PROMOTE</b> Is about speaking to the business about learning in a way that generates momentum, gains traction and delivers results.</p> <p>These behaviours ensure that you grab attention and create an insatiable passion for learning across the whole organisation.</p>	<p><b>SELL:</b> How well do you gain support for learning around the organisation based on the functional, economic and emotional needs of your stakeholders?</p>	
	<p><b>DEMONSTRATE:</b> How effective a role model are you for continuous learning and being curious and flexible?</p>	
	<p><b>INSPIRE:</b> What levels of engagement for learning do you have? How can you improve this through inspiring people to act? and create value?</p>	

### **OVERALL SCORE/30**

IDEAS FOR ACTION



## **DELIVER: Action Plan**

		<b>Score/10</b>
<b>DELIVER</b> Enables you to create learning solutions that generate a buzz and excitement around the organisation that can't be ignored!  These behaviours ensure your solutions deliver real, commercial improvements.	<b>EXPLORE:</b> How well do you research your ideas both with stakeholders, users and outside the organisation?	
	<b>SHAPE:</b> Are you agile and responsive? How quickly can you get to a solution that gains traction and delivers real value?	
	<b>DO:</b> How action-orientated are you? Do you see the big picture or do you have a tendency to get stuck in the detail?	
<b>OVERALL SCORE/30</b> IDEAS FOR ACTION		