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▶▶ Learning does transform lives. We have witnessed the transformation in every industry in the world. We are both the cause and recipients of those transformations. Is it then right to ask – is learning an individual's or organisation's responsibility?

An organisation can invest in training, provide the right platforms for learning and support its employees in the journey of learning. But learning is for the individual. And, it is also the individual who eventually benefits from it. It is the resume of the learner that gets enhanced, and not the resume of the organisation. Why then is there so much push required by organisations to make learning happen for its employees?

In a recent forum that I had attended, someone asked a very crucial question – should learning be a prescribed push or an individualised pull? This question led me to think about what organisations can do to make learning a pull initiative rather than a push initiative.

▶▶ **1. OFFER LEARNING TO AN INDIVIDUAL:** Most organisations offer fantastic training programmes to their workforce. Accepting the change in behaviour or enhanced knowledge of a skill, is a realisation after the learning intervention. The intervention may have been successful due to the push initiative. Instead of a 'lag' realisation, is it possible to convert it to a 'lead' realisation? Probably, if the same intervention were aimed at an individual rather than a

“ **Organisations need to ask themselves – should learning be a prescribed push or an individualised pull?** ”

Learn for THYSELF

Take initiative when it comes to learning, says **Usha Subramanian**



group, organisations would spend less time in pushing training to their employees.

▶▶ **2. ACCEPT INFORMAL MODES OF LEARNING:** Here is a conversation between an employee and her manager.

Employee: I read this amazing article last evening on

how the 'blue ocean strategy' is benefiting organisations. I believe this can help our project too. I have made pertinent notes, and I can discuss them with you.

Manager: Wow! That is good to hear. Let us meet this Friday to discuss.

Employee: Thank you. I wanted to know if I can get some learning hours, as I believe I have gained new knowledge. I spent about two hours reading the article.

Most managers would have responded with a 'No, not possible'. Can we wear the hat of an innovator and think and do differently? A paradigm shift in the mindset is required to make innovations possible.

▶▶ **3. TRUST THAT THE EMPLOYEE WILL DO THE RIGHT THING:** For both the above points to be successful, organisations should believe that employees will do the right thing. Will there be some who will hoodwink the organisation? I am certain that there will be. But at the end of the day, the loser is the individual, and not the organisation. In the long run, both the individual and organisation will be the beneficiaries of trust in one another.

Is it easy to make a shift overnight? The answer is a clear 'No'. Each organisation will have to find its own mechanism to make it happen, and the shift will happen over a period of time. What is required is perseverance and belief that 'individualised pull' is the way forward. Because we never stop learning!

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