



OCYF Trauma Team

Organizational Culture Trauma Tip Sheet Series

Over the next few months, we will explore organizational culture in more detail. This month's Tip Sheet will explore learning culture.

Research indicates that organizations with a culture valuing learning are better equipped to use data for continuous quality improvement. Such organizations encourage staff to pursue learning and actively apply new knowledge to enhance organizational, program, and individual performance.

A learning culture goes beyond mere compliance, empowering organizations to establish self-correcting processes and internal practices that leverage data to identify failures and weaknesses and drive programmatic and operational improvements. Additionally, a learning culture reduces barriers to data and knowledge, while promoting and rewarding data-driven practices, so that learning and continuous improvement become standard practice rather than rare exceptions.

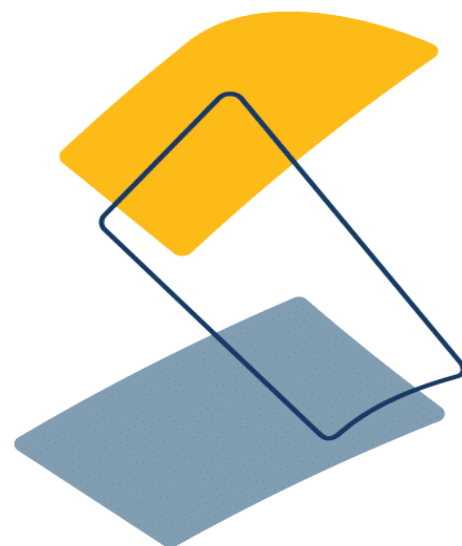
Strategies for Cultivating an Organizational Learning Culture

A learning culture is an environment that fosters and promotes learning at both the individual and organizational levels, where sharing and acquiring knowledge are prioritized, valued, and rewarded. A learning culture emerges when learning becomes an integral part of the organization's ecosystem. [The Center for Creative Leadership](#)

4 COMPONENTS TO CULTIVATING A

Learning Culture

1. **Attract and develop** agile learners.
2. **Create** a psychologically safe environment.
3. **Encourage** better conversations and feedback.
4. **Prioritize** learning throughout the organization.



Center for Creative Leadership 



The OCYF Trauma Informed Care Webpage offers tools and access to previously released Trauma Tip Sheets and Newsletters as well as the Trauma Toolbox at [OCYF Trauma-Informed Care \(TIC\)](#) | Department of Human Services | Commonwealth of Pennsylvania