

# What's Your Solution?

**Lifelong Learning:  
Little Known Ways to  
a Healthy & Engaged  
Workforce**



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01

What People Are Saying



# What People Are Saying

**J.J. Dunn - Operations Manager, Benetix and Battle Capital**

*"It was a pleasure to join and an absolute blast to participate. I will certainly be there next month!"*

**Denise Dryburgh - Client Relationship Mgr, C. Raymond Davis & Sons, Inc.**

*"It's nice to get involved with other groups outside your own profession. To hear other views is always refreshing."*

**Hood Al Aidarus - CEO & Co-Founder at Hood & Company**

*"It was a wonderful session!"*

**Chris Williams - VP of Operations, Penn National Gaming**

*"Overall, great connections, doesn't take a lot of time, and lots of great conversation. What I liked most was connecting with those in other industries."*

**Laura Kepner - Director of Fun, Nave Newell, Inc.**

*"It was cool to see the number of ideas generated in the short time."*

C H A P T E R

02

**What People Are Doing**

# Jamboard Collaboration

Favorite ideas are in blue

What are you doing to broaden the benefits of lifelong learning in your workplace?

**Participants:**

Joe Caruso  
Mike Temple  
Robert Packer  
Rosemary Hood

\$5,250 investment for employee tuition reimbursement/course credits to encourage outside education (in the US the total amount is tax sheltered)

mentorship connections

Challenge use of records of compliance

business partner study series (CPA, architect, banker, etc)

Privacy laws in the digital world

Volunteer in leadership positions in church.

Medico-legal research and posting on LI

Advocacy linking Church - Collaborative Justice and Courts

shared summary.com membership

**Participants:**

Michael Webster  
Brooke Prosser  
Hood Al Aidarus  
Rosemary Hood

What are you doing to broaden the benefits of lifelong learning in your workplace?

Guest Speaker/Study Hall sessions

Continued Education Policy for certifications, etc.

Create a learning weekly club to discuss learning objectives and follow up.

Empower individual to access learning modules and set specific objectives to achieve within a span of time.

We are in discussions of hosting lunch and learns with internal leaders

Optional Book Club

Key note speakers at our annual convention to drive home the messages of leadership impact

Our annual convention is comprised of keynote speakers and workshops led by subject matter experts

We use the mid year and year end performance review time frame to conduct workshops on how to have career conversations (for leaders and individual contributors)

We promote the notion of a "growth mindset" to our leaders and future leaders

We encourage cross-functional learning across departments and have new hires attend meetings outside the scope of their role/department to learn through observation

Reward achievements to each individuals

We offer a tuition reimbursement program to all employees

We use several self-assessment inventories to help our employees better understand their impact on others (strength finders, social styles)

We fund an annual subscription to an online professional development program for employees

In my past, we have invested in internal mentorship programs and that is a goal for us next year.

We have a monthly meeting for all employees to share the state of the business and for everyone in the company to share updates on key initiatives, and give the ability for peers to ask questions.

Have a Coach / Mentoring program



# Jamboard Collaboration

Favorite ideas are in blue

What are you doing to broaden the benefits of lifelong learning in your workplace?

**Participants:**  
Megan Allen  
JJ Dunn  
Jerry Hancock  
Denise Dryburgh

For our construction company, our owner has made available his general contractor study guides available to all employees - JJ

Bringing experts in on particular topics to share knowledge with the team - Denise

Book Club if there is an Office and everyone is in person where everyone donates at least one book to the office library

Recognizing those that show hunger for knowledge and advancement in their current roles.

Open forum transferring of information through Google Chat for all construction employees to exchange ideas, ask questions and share pictures of job sites

On-Going Conference Attendance for your industry

Providing video links pertinent to particular tasks on various job sites

Sending designated team members to learning events, bringing back the information and sharing with the team.

Balancing learning with fun

Podcasts like Donald Miller we recommend

We have courses we buy and have available.

Monthly collaboration meetings as an entire company to discuss topics previously mentioned

Sharing videos of interest to the company and opening up discussion after viewing

Making it known company-wide that leadership does not have all the answers and is consistently learning

Provide a free Audible membership

What are you doing to broaden the benefits of lifelong learning in your workplace?

**Participants:**  
Larua Kepner  
Julie Fowler  
Beth Dalton-Morris  
Troy Hooper

HubSpot Academy Courses

LinkedIn Learning (free and paid courses on various topics)

Working on individual an team development. Emotional intelligence, building psychological safety. Amy Edmondson, building learning organizations, teaming and management model.

Send team to community college to take advantage of skillset trainings - Excel / P&L Basics etc

LinkedIn Learning is excellent! So much..

Provide facilitated programs using Insights/Meyers Briggs to illuminate the teams personality traits and decision making mindset systems, to drive empathy and improve inter-communication

Run a leadership Book Club. 7 Habits by Covey and 12.5 by Gary Vaynerchuk. 1 Chapter a week with interactive activities and facilitated discussions.

Cultural training if employees aren't all from the same country

"Leadership Bootcamp" when employees are newly promoted to leadership

Andy Brogan, Helen Sanderson, reinventing organizations, team reflective practices. Leadermorphosis podcast.

Lunch and learn leadership development. Action learning,, reflecting as a team on lived leadership experience. What is working? What is not?

Monthly lunch-and-learns where you rotate different leaders to choose and present topics

# Overview

## **What is an FUN Roundtable Experience?**

It's a 45-minute event created to make every minute count towards solving a problem and getting solutions people can implement right now?

For more information: [What is an FRE?](#)

August's Fun Roundtable Experience looked at the importance of lifelong learning relative to a successful business. Continuous learning enhances brain health, heightens connection and increases employee engagement.

Here are a few of the great ideas that were brought forward:

- Mentorship programs to connect diverse populations
- Employee tuition investment to encourage outside learning
- Make available insudstry resources that might be prohibitive for employees to purchase
- Beign in experts, industry specific or not, to share their knowledge
- Facilitated programs, like Meyers Briggs, DISC to illuminate team member personalities and mindset. The more you know.....
- Cultural training for a diverse workforce



C H A P T E R

03

Resources

# Resources

Featured Articles:

[7 Statistics That Highlight the Value of Continuous Learning](#) - EduMe, by Isidora Markovic

[Establishing a Culture of Lifelong Learning in the Workplace](#) - Penn State Extension, by Carolyn Henzi Plaza & Suzanna Windon, PH.D

[How to Build a Workforce of Lifelong Learners - Training Industry](#), by Asha Pandey

Insights:

<https://www.insights.com/us/products/insights-discovery/>

Click on the links below to buy Julie Ann's books on workplace engagement and culture:

[Catalysts of Culture](#)

[Blueprint for Employee Engagement](#)

Julie Ann's online course designed specifically for teams

[Employee Engagement Masterclass](#)