

WORKSHEET 5

What processes or habits should be in place to facilitate learning?

Why is this important?

Organizations often spend more time thinking about the data gathering process than they do thinking about how they will learn from this data once it comes in. Organizational learning leads to innovation, better programming and improved organizational performance. It also sets the stage for better evaluation.

Key learning processes	Practical ideas that will work in our context
How will we make time in our work on this project/program for sharing and reflection and reviewing our evaluation goals and plans?	
How will we make sure people feel safe and supported sharing their honest reflections?	
How are the voices of program participants/service users contributing to how we learn?	
Does our team have the skills and processes it needs to organize and interpret information?	

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Organizational Learning Self-Assessment Tool

As a next step, take the [Organizational Learning Self-Assessment](#) and see how your organization stacks up and where improvements can be made.