



Weaving in a Story

Let's hear another IBP story, this time from Rose.

As you listen, **consider** this question:

- *What one word summarizes this story for you?*



Being a Learning-Focused Organization

On your own, **remember** a time when you had an experience at work where you learned something that helped you think differently about what you were doing, and what you changed as a result:

One of IBP's core values is "learning." But, what does it mean to hold and work from this core value? What does it mean to be an organization that is learning-focused or learning-centered? What would we need to change, start or stop doing to fully embrace this core value?

On your own, **read** the definition of this value from our strategic plan:

Learning

We strive to cultivate an environment of learning within IBP to ensure that it is an effective organization. To this end, we document our work and its impact, provide spaces to critically evaluate our efforts, and regularly integrate those lessons into our strategies and operations. We endeavor to understand and document our successes and failures and use both as opportunities to learn about ourselves and our work. This evidence-based approach to learning permeates all that we do.

Let's listen to Warren talk about why learning is a core value in IBP and consider:

- *What do you like about it?*
- *What are you excited about?*



As with many aspects of our strategic plan, as we work out what this value should look like, our understanding of it is deepening. The more we consider this value (and other values in the strategic plan), the more we realize values need to be embraced and demonstrated in all we do. Values are a way of being and working, and our values should be clearly visible internally & externally. *Values need to permeate throughout.*

We offer the model for consideration in hopes that it pushes your thinking.





On your own, **reflect** on the model below and **consider** this question:

- *How is your thinking about learning as a value in IBP being stretched?*

After a few minutes, **share** your ideas with someone close to you.

Let's have a closer look. As we continue our work, we need to better understand the implications of this value in a model such as this.

In pairs, **walk** around the room and **offer** ideas on the following question:

- What spaces exist to evaluate and learn in our efforts in each of the areas of the model?

NOTE: You will notice that a few areas are not posted. We will look at these on Friday.

As a group, let's debrief by discussing the following:

- *How does this model and way of thinking of what it means to be a learning centered organisation strengthen other IBP values also named in our strategic plan: transparency, accountability, democracy, collaboration, excellence, and optimism?*
- *What has you considering new and unexpected aspects of IBP and our work when thinking about learning as an organisational value in this way?*
- *What feels quite provocative (yet important) when considering how to ensure IBP truly becomes "learning-focused", and that we hold this value with deep integrity?*

Thank you for all your offered here! We will now take this work and further plan to ensure the value of learning in all we do. What a wonderful challenge!

Take a moment on your own and **name** 1 think you want to talk more to someone about.

I want to talk to...

about...

at this time...