

Four Strategies for Building a Culture of Learning Remotely

Help for Overcoming Common Challenges

Introductions



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“A culture of learning represents a shared direction towards
your organization’s mission.”

Ana Goodman, Director of Corporate Operations and People and Culture, D2L

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Challenges that Can Accompany Remote Work



1

A Lack of Informal Communication Opportunities

Ensure those who are not in headquarters feel connected and engaged.



2

Unequal Access to Learning

Just-in-time learning with peer-to-peer feedback shouldn't be a privilege for employees who work on-site.



3

The Scattered Development of a Company Culture

You have to go
out of your way
to document
and share your
values.

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Strategies for Building a Culture of Learning Remotely

Building a Culture of Learning Remotely

STRATEGY #1

Take your learning to the cloud

STRATEGY #3

Set expectations around work and learning

STRATEGY #2

Involve every level of your organization

STRATEGY #4

Make your LMS the center of community

A woman with curly hair and glasses is sitting on the floor, using a laptop. The image is overlaid with a semi-transparent orange rectangle containing the text 'STRATEGY #1'.

STRATEGY #1

Take your learning to the cloud

- Use knowledge sharing tools
- Widely adopt consistent communication platforms
- Eliminate geo-location as a boundary
- Encourage on-demand learning
 - Micro-learning
 - Badging
 - Skills

STRATEGY #2

Involve every level of your organization

- Align C-suite, key leaders, managers and individual contributors
- Offer all experiences in equivalent formats
- Involve remote workers in planning
- Executive champions can help remove barriers



STRATEGY #3

Set expectations around work and learning

- Help supervisors have quality conversations around work-life balance
- Be clear that learning is part of work
- Help employees plan for learning
- Create intentional time to connect

STRATEGY #4

Make your LMS the center of community

- Regularly update the news feed
- Create an engagement calendar
- Decide on content for the LMS
- Companywide discussion forums
- Connect business tools to the LMS
- Reward employee participation



Modern Learning is Remote Learning



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Strategies for Building a Culture of Learning Remotely

1. Take your learning to the cloud
2. Involve every level of your organization
3. Set expectations around work and learning
4. Make your LMS the center of your community

Questions?

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