

CREATING AN ASPIRATIONAL LEARNING MINDSET

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**Designing an Aspirational
Learning Mindset**

**Moving from
Human Capital Management to
Human Aspirations Management**

**Benefits of an
Aspirational Learning Mindset**

KEY TAKEAWAYS

**WHAT DOES IT TAKE TO
NURTURE ASPIRATIONS &
CREATE SELF DIRECTED LEARNING**

**Epitomizes studentship as a
state of mind regardless of
constraints...**

**When the student is ready, the
teacher appears...**

EKLAVYA STORY

Inspired by Hindu Mythology

Learning and Growing is not
linked merely to Promotion
and Up-gradations

Learning not for **Conformance** but for
Capability Building
which makes **Growth** inevitable

CELEBRATING EXCELLENCE

through Learning and Growing

Generating awareness about **future avenues** (job/ role of an employee)

Setting **real-time success examples** by showcasing peer group experiences

Creating a **learning path** at an individual level to be led by the employee herself

Encouraging **curiosity to learn** by rewarding the specifics

Engaging in dialogue with employees to link their aspirations with available opportunities

COMPONENTS OF DESIGNING

an Aspirational Learning Mindset

**Varying Learning Curve
of Employees**

**Different Strokes for
Different Folks**

**Differing Stages of
Employee Life Cycle**

ACKNOWLEDGING NEEDS

based on

Alignment of individual's professional goals with organisational goals.

Sustenance of learning initiatives for employees

Continuous updates about latest learning opportunities and employee expectations.

Showcasing **islands of success** across levels.

WHAT DOES IT ENTAIL

requirements

Mutual **win-win** between employee
and organisation

Creating **business success and
growth**

Improved **employee engagement** seen
through greater stability and
productivity

Organisation gets seen as an
attractive employer brand for
talent

Makes us **Future Ready**

BENEFITS

of an Aspirational Learning Mindset

Pursuit of this is a continuous process
& makes one realise that
managing **Human Aspirations**
is the essence of
managing **Human Capital...**

THANK YOU





ATD's BEST Webcast Series Schedule:

- [Innovation in Education – Supporting a Changing Health Care Environment at WakeMed Health & Hospital](#)
February 24, 2015 2:00 p.m. – 3:00 p.m.