

Transforming towards a resilient learning culture

Sofie Van Roeyen

16th of September - Proeverijen



The better the question. The better the answer.
The better the world works.



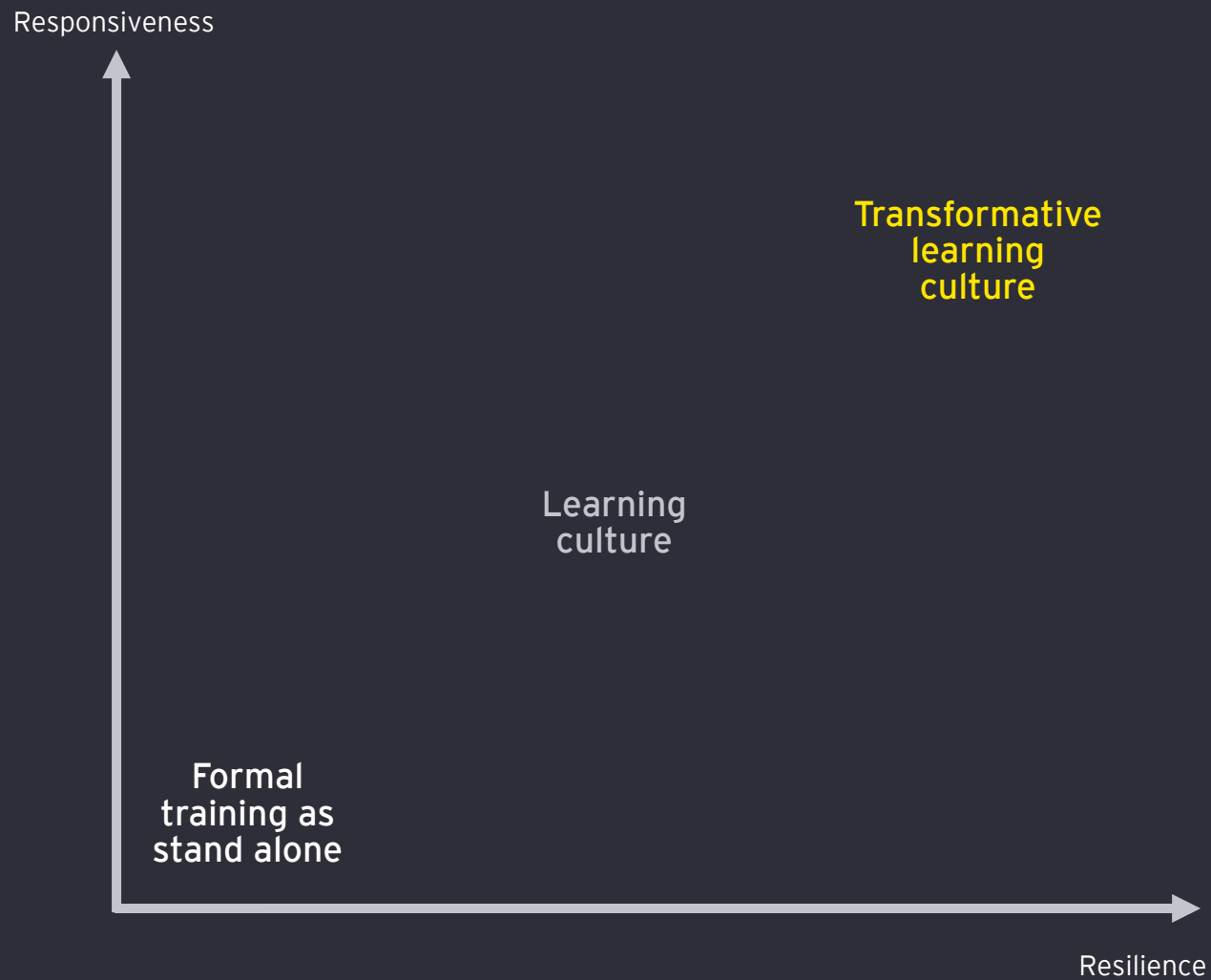
Building a better
working world

“Who of you is currently busy
redefining the learning strategy?”



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The solution



What is a transformative learning culture?



- ▶ More than formal learning opportunities
- ▶ Way people behave - how is personal growth & improvement perceived
- ▶ Independent quest for learning

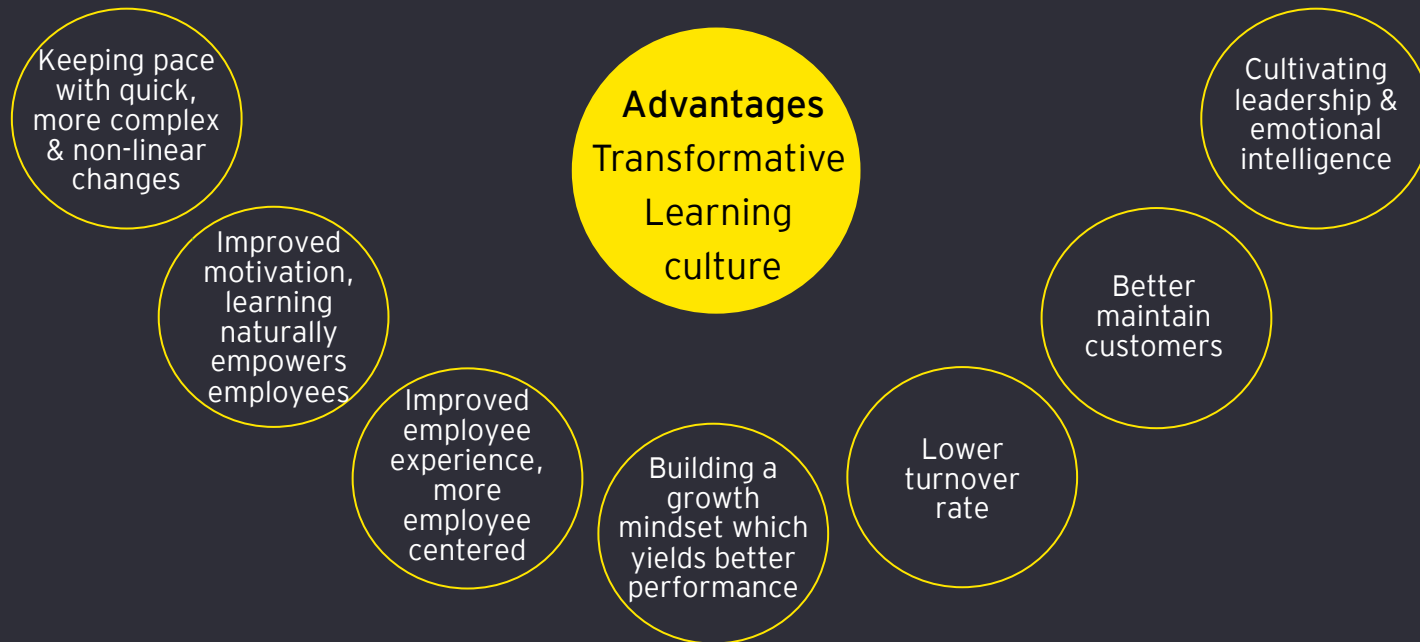


- ▶ Symbiotic relationship between L&D and business leaders
- ▶ Shared learning towards mission & goals of company



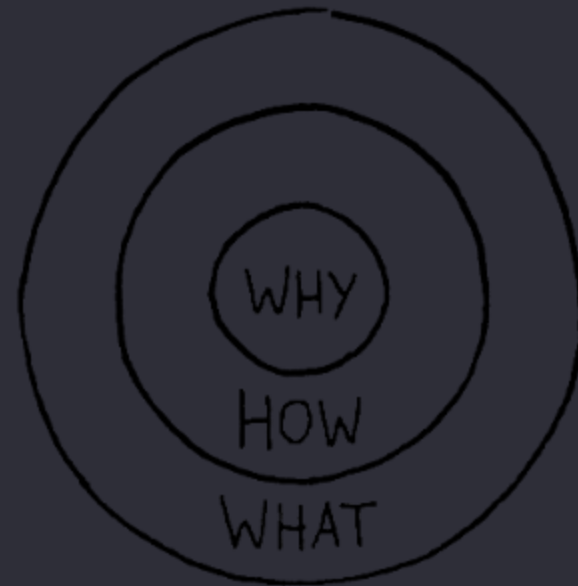
- ▶ Open mindset
- ▶ Growth mindset
- ▶ Forward focused
- ▶ Development

What's in a transformative learning culture?



Embedding learning in the change methodology

- ▶ Focus on WHY is missing
 - ▶ What is the purpose?
 - ▶ Clients focus on how and what
- ▶ Change approach as bridge
 - ▶ → Spark change mindset
 - ▶ EY Change Experience
 - ▶ Starts with why
 - ▶ Many other change levers



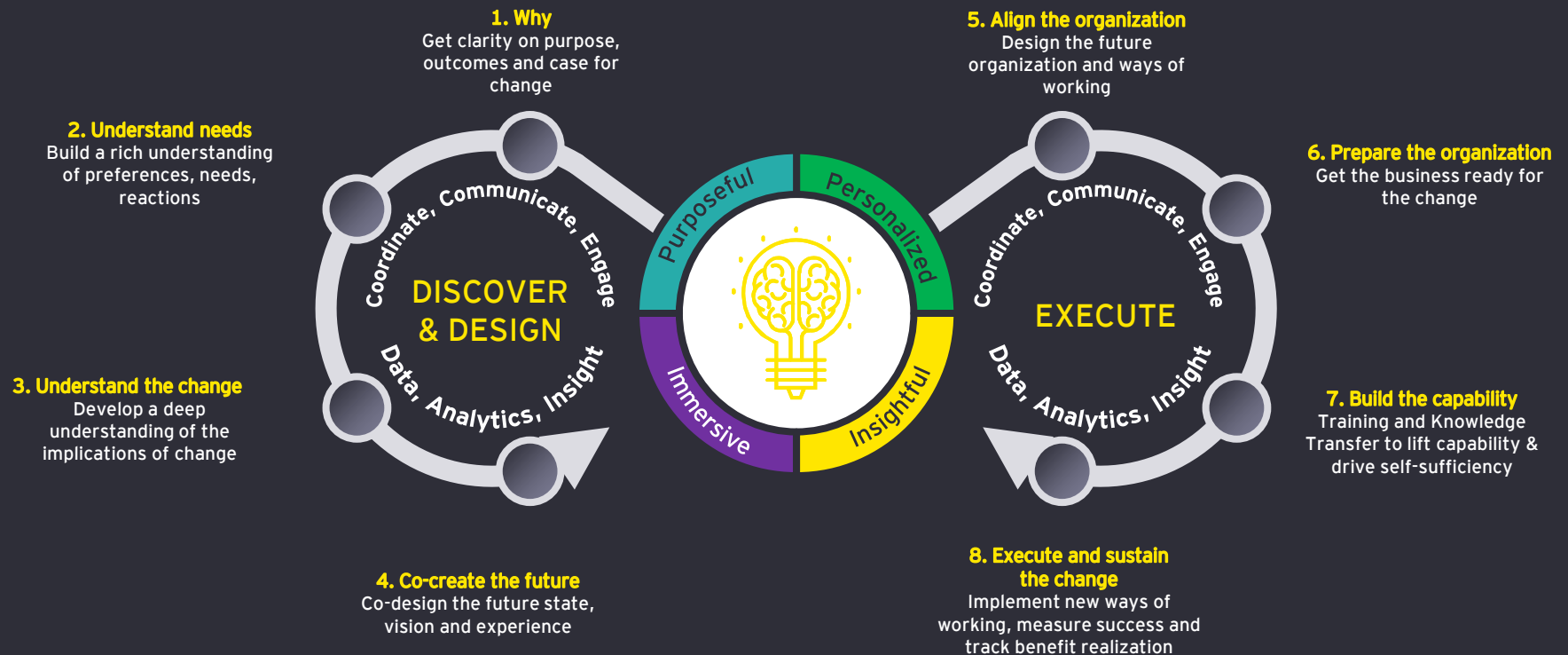
The Golden Circle - Simon Sinek

“Who is currently making the connection between learning and change?”

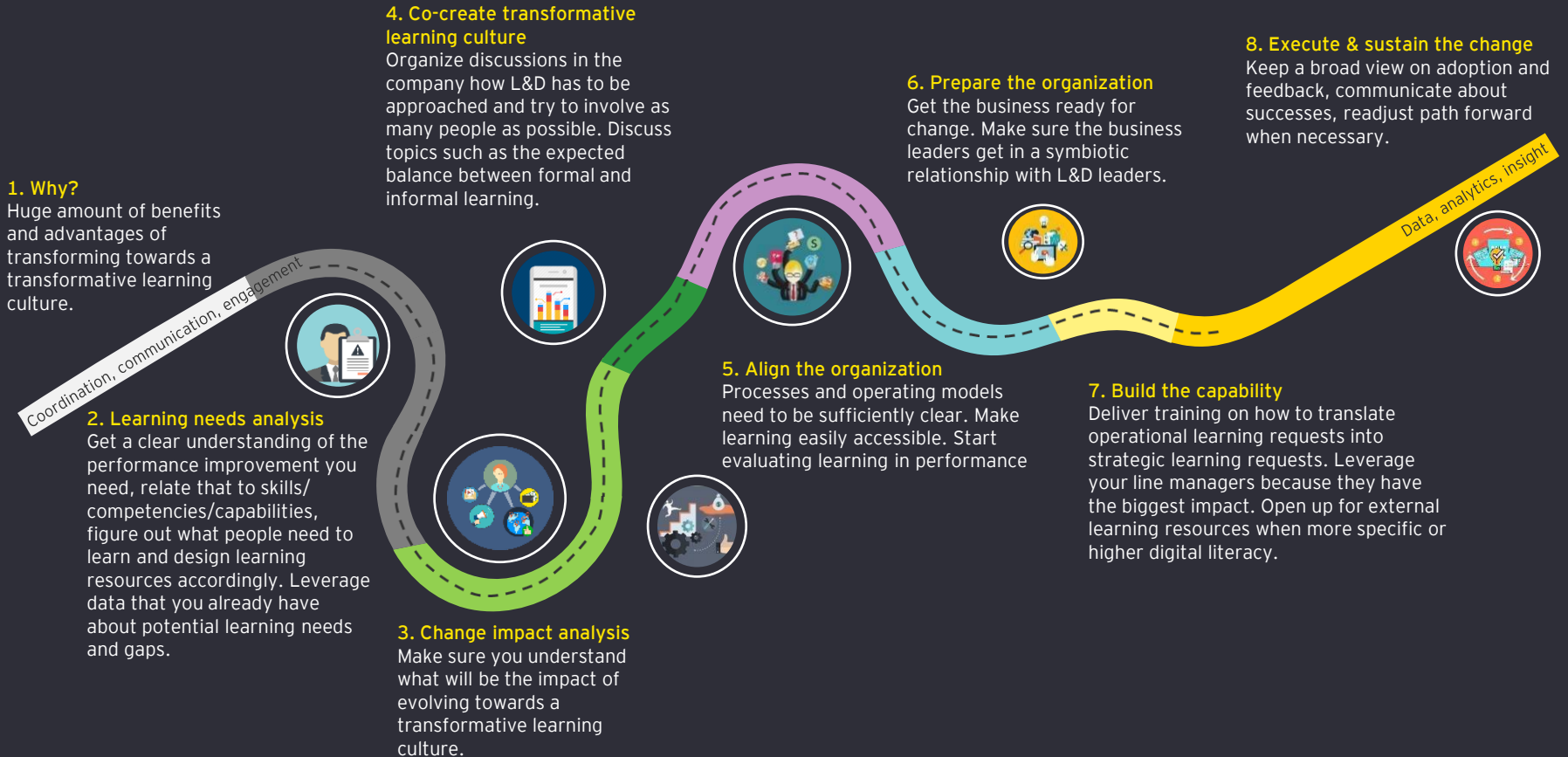
YOU

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The journey towards a transformative learning culture



Lessons learnt throughout the journey



Conclusion



Transformative learning culture reminds us that **we can all change**



Transform your leaders to **coaches** and facilitators



Communication at heart of transformative learning culture, talent strategy and of change approach

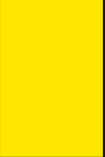


Include all employees in the transformative learning culture

“What if people experienced change,
instead of feeling managed?”



Purpose of award winning
EY Change Experience



Q&A

SVR

Sofie Van Roeyen

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