

# **ADL563 Collaborative Cultures, Innovation and Workplace Learning**

**Level:** 5

**Credit Units:** 5 Credit Units

**Language:** ENGLISH

**Presentation Pattern:** EVERY JAN

## **Synopsis:**

ADL563 Collaborative Cultures, Innovation and Workplace Learning explores the key idea of learning & development as it occurs in the workplace. Three main purposes of workplace learning are examined, viz. for performance improvement; cultivating innovative cultures and environments to spur business growth or new ideas; and in the context of career or talent development and leadership growth. While learning interventions have traditionally been targeted at plugging existing knowledge or skills gaps at the workplace, there has been an increasing trend towards building innovative cultures, for example through design thinking practices or employee-driven innovation (EDI) initiatives. Furthermore, job retention and satisfaction levels often correlate with opportunities for professional learning and growth. As such, strategic talent and leadership development opportunities need to be aligned with organizational and industry-wide learning approaches and networks.

## **Topics:**

- Learning in the Context of Performance, Innovation & Talent Development
- The Evolution of Performance Improvement Initiatives
- Current Trends in Performance Improvement
- The Drive towards Innovation
- Seeding an Innovation-driven Work Culture
- What is Culture?
- Contemporary Perspectives on High Performing Teams
- Learning for Career, Talent & Leadership Development
- The Rise of Soft-Skills in the Age of Automation
- The Role of Talent Developers
- Establishing a Learning & Evaluation Agenda
- Strategies for Embedding Learning in the Workplace

## **Textbooks:**

Høyrup, S., Bonnafous-Boucher, M., Hasse, C., Lotz, M., Møller, K.: Employee-Driven Innovation: A New Approach. 2012 Palgrave Macmillan  
ISBN-10: 1349326453

**Learning Outcome:**

- Examine the various purposes of workplace learning as it relates to your own workplace or an authentic context.
- Analyse the interplay of ideas between workplace learning, and concepts such as culture, innovation or collaboration.
- Discuss the links between workplace learning, and concepts such as career, talent or leadership development.
- Appraise at least one strategy for cultivating workplace learning.
- Propose job scope(s) or job role(s) relevant to your organisation or an authentic context that relate to promoting or rethinking people development via workplace learning.
- Design a workplace learning agenda and evaluation framework that aligns with the needs or priorities of your organisation or an authentic context.

**Assessment Strategies - Regular Semester (Evening Class):**

<b>Components</b>	<b>Description</b>	<b>Weightage Allocation (%)</b>
Overall Continuous Assessment	TUTOR-MARKED ASSIGNMENT 1	50
Overall Examinable Components	ECA	50
<b>Total</b>		<b>100</b>

\*The information listed is subject to review and change.