Tips to Improve Team Learning
A learning organization is an organization skilled at creating, acquiring, and transferring knowledge, and at modifying its behavior to reflect new knowledge and insights.
Before we think of our team, we have to think of team members

- **Observe**
  - Look for patterns and events around you

- **Interpret**
  - Develop hypothesis for what is ‘really going on’

- **Intervene**
  - Develop interventions based on your observations and interpretations

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Four Biases

1. Success
2. Action
3. Fitting In
4. Experts

Bias Toward Success

Leaders say that failure is the best teacher—but do they mean it?
Fear of Failure

A Fixed Mindset

Overreliance on Past Performance

Difficulty Seeing Mistakes
Destigmatize mistakes—they’re opportunities to learn.
Fear of Failure

A Fixed Mindset

Overreliance on Past Performance

Difficulty Seeing Mistakes
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<th>Days Absent</th>
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<th>Language</th>
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Promoted to Seventh grade. Retained in grade. Teacher: Marie Van Ewen

EXPLANATION: Three “Honors” are awarded each semester, “Honors,” “High Honors” and “Class Honors.”
Fear of Failure

A Fixed Mindset

Overreliance on Past Performance

Difficulty Seeing Mistakes
Fear of Failure

Overreliance on Past Performance

A Fixed Mindset

Difficulty Seeing Mistakes
Bias Toward Action

Faced with a problem, we want to *fix* it—for better or worse.
It feels better to miss the ball by diving than by standing still.
Fear of Failure

Exhaustion

Lack of Reflection
Exhaustion

Lack of Reflection
Bias Toward Fitting In

Sticking to norms can stifle innovation.
When people worry about conforming, they don’t speak up.
Bias Toward Experts

Using specialists to solve problems can cause *other* problems.
A Narrow View of Expertise

Titles and degrees direct us from other forms of knowledge.
Remember the Ideal State!

Observe
- Look for patterns and events around you

Interpret
- Develop hypothesis for what is ‘really going on’

Intervene
- Develop interventions based on your observations and interpretations

Questions?

The Next UM System Learning & Organizational Development Webinar is listed below:

Reflective Practice to Improve Focus, Learning, and Leadership, presented by Learning & Organization Development, UM System–June 16, 10:30-11:15am via Zoom.