

Title	Develop and review an organisational learning culture for adults		
Level	6	Credits	15

Purpose	<p>People credited with this unit standard are able to: research models of organisational learning cultures; develop support for an adult learning and development culture within an organisation; develop and promote a strategy for an organisational learning culture for adults; and review the development of an organisational learning culture for adults.</p> <p>This unit standard is aimed at senior managers whose responsibility includes organisational development with a particular emphasis on training and development.</p>
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Classification	Adult Education and Training > Management of Adult Education and Training
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Available grade	Achieved
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Guidance Information

Definitions

Organisation refers to a specific business entity, which may be: profit or non-profit; in private, public, or voluntary sectors; or a business unit, iwi, or other special purpose body.

Organisational requirements refer to the policies, procedures, and reporting requirements of the provider, client organisation and/or standard setting body.

Stakeholders include management, staff, and learners; and may include customers/clients.

An *organisational learning culture* actively creates, captures, transfers, and mobilises knowledge to enable the organisation to adapt to a changing environment.

Outcomes and performance criteria

Outcome 1

Research models of organisational learning cultures.

Performance criteria

- 1.1 The features of evidence-based models of organisational learning cultures are contrasted and compared.
- 1.2 The appropriateness of at least two models for application to the organisation is analysed.

- 1.3 An appropriate model is selected in accordance with organisational requirements.

Outcome 2

Develop support for an adult learning and development culture within an organisation.

Performance criteria

- 2.1 Benefits of a learning and development culture are critically examined in relation to their impact on an organisation's objectives and goals.

Range objectives may include but are not limited to – productivity, efficiencies, team cohesion, staff development, staff retention, service, innovation.

- 2.2 Evidence of support for learning and development is obtained from stakeholders in accordance with organisational requirements.

Outcome 3

Develop and promote a strategy for an organisational learning culture for adults.

Performance criteria

- 3.1 A strategy for the promotion of an organisational learning culture consistent with the organisation's needs is developed and presented to stakeholders for their support.

- 3.2 Constraints that affect the strategy are identified and mitigated.

Range constraints may include but are not limited to – costs, resources, changing priorities and environment.

- 3.3 The learning and development culture is promoted to individuals and the organisation in terms of benefits for the organisation.

Outcome 4

Review the development of an organisational learning culture for adults.

Performance criteria

- 4.1 Stakeholder feedback is collated and analysed in accordance with organisational requirements and the objectives of the strategy.

- 4.2 Results of the analysis of stakeholder feedback and self-review are used to modify plans for the future.

This unit standard is expiring. Assessment against the standard must take place by the last date for assessment set out below.

Status information and last date for assessment for superseded versions

Process	Version	Date	Last Date for Assessment
Registration	1	28 May 1996	31 December 2015
Revision	2	13 November 2003	31 December 2015
Review	3	12 December 2008	31 December 2019
Rollover and Revision	4	26 June 2013	31 December 2019
Review	5	28 September 2017	31 December 2025
Rollover	6	27 October 2022	31 December 2025
Review	7	27 April 2023	31 December 2025

Consent and Moderation Requirements (CMR) reference	0045
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This CMR can be accessed at <http://www.nzqa.govt.nz/framework/search/index.do>.