

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>
----------------	--

Classification	Adult Education and Training > Management of Adult Education and Training
-----------------------	---

Available grade	Achieved
------------------------	----------

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.

Planned review date	31 December 2022
----------------------------	------------------

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	N/A

Consent and Moderation Requirements (CMR) reference	0045
--	------

This CMR can be accessed at <http://www.nzqa.govt.nz/framework/search/index.do>.

Comments on this unit standard

Please contact NZQA National Qualifications Services nqs@nzqa.govt.nz if you wish to suggest changes to the content of this unit standard.