

Are You a Learning Leader?

Changing workplaces demand new skill sets that link leadership success to highly desired behaviors and capabilities. Successful leaders are learning individuals who learn FAST. They're more efficient, take fewer steps in the learning process, look for more opportunities to learn, and take personal responsibility for their learning, development and performance.

Learning leaders invest in their futures by increasing knowledge, rejecting the status quo, challenging their comfort zones, and embracing challenging learning experiences. They take accountability for their own learning, anticipate their future development needs, establish learning priorities, and set goals for their personal learning development.

Instructions: Consider the following “learning” behaviors and actions. Indicate whether or not the behavior or action is representative of what you usually do by circling “yes” or “no.”

Are You a Learning Leader?		
	Yes	No
1. I anticipate future learning needs to remain intellectual agile and competitive.	Yes	No
2. I diagnose and identify a new area of knowledge or skill to learn each year.	Yes	No
3. I develop clear learning and development goals each year.	Yes	No
4. I identify learning venues and attend development events each year.	Yes	No
5. I keep a journal of my personal learning to apply and integrate.	Yes	No
6. I hold myself accountable for my own learning.	Yes	No
7. I actively involve others in learning (hire a coach, sponsor workshops for my team, share information, etc.).	Yes	No
8. I seek out non-traditional learning methods (online, experiential, etc.)	Yes	No
9. I make time to read, listen to and learn something daily.	Yes	No
10. I have and/or have had one or more mentors.	Yes	No
11. I attend industry conferences and association meetings to stay on top of latest developments.	Yes	No
12. I identify and apply the best practices of other people and organizations.	Yes	No
13. I monitor economic and social trends.	Yes	No
14. I collect information from customers, competitors, and employees.	Yes	No
15. I transfer knowledge by mentoring others.	Yes	No
16. I ask questions of previous attendees before attending workshops.	Yes	No
17. I view personal/ business experiences as a “playground” for learning and change.	Yes	No
18. I collect or prepare book/article summaries for future reference.	Yes	No
19. I share information and my own learning with colleagues.	Yes	No
20. I enlist others (my personal board of directors) to guide and support my learning.	Yes	No
Total the number of Yes and No responses in each column.		

More “yes” responses suggest a greater desire to increase one’s intellectual capital and perform as a learning leader. As a reminder, there is a short shelf life of knowledge in organizations today and learning leaders have a distinct advantage.