

# Fostering a Culture of Continuous Learning

Steve Bennett

BIM Manager



# About the speaker



## Steve Bennett – Firm Wide BIM Manager

- Loves discovering new technology
- Has a passion for helping others learn



# What is Continuous Learning?

Incremental steps that enable us to adapt to the changes in our environment



# What If...

Many times, company leadership hesitates to invest in training their employees...





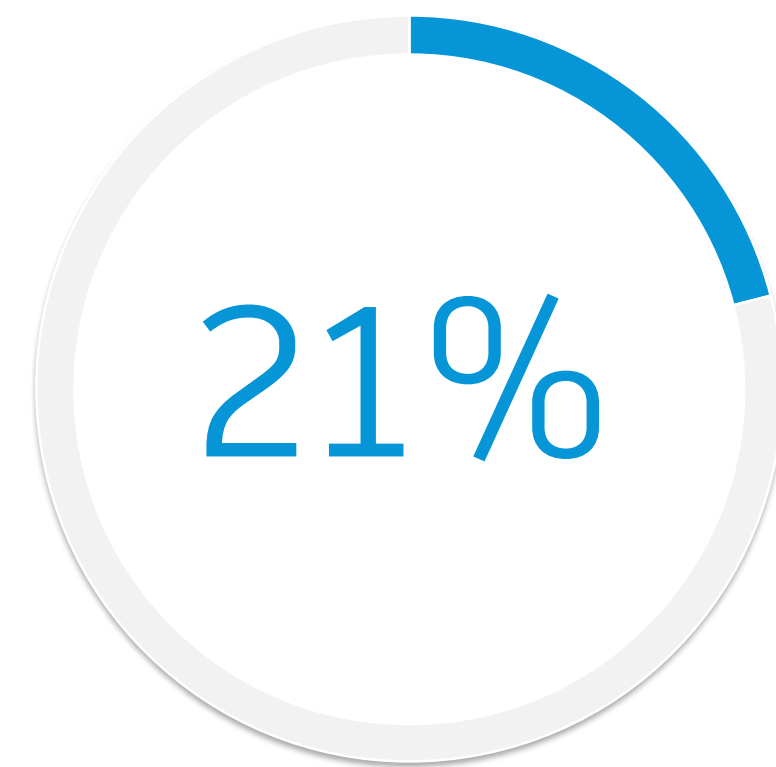
What if,  
We train them...  
and they stay???

# Why Are Companies Developing Learning Initiatives?



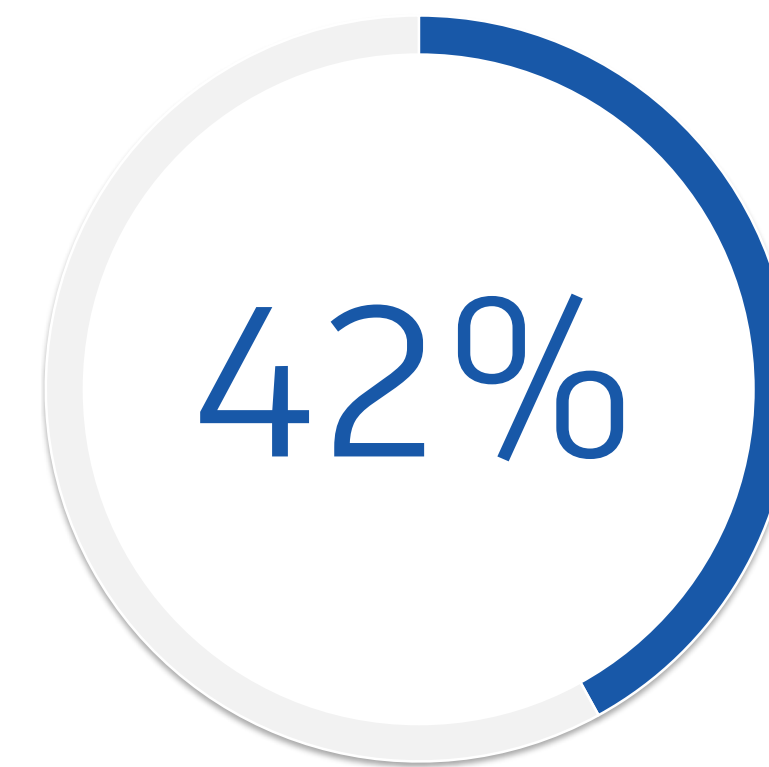
## Engagement

Worldwide, only 15% of employees are engaged in their jobs



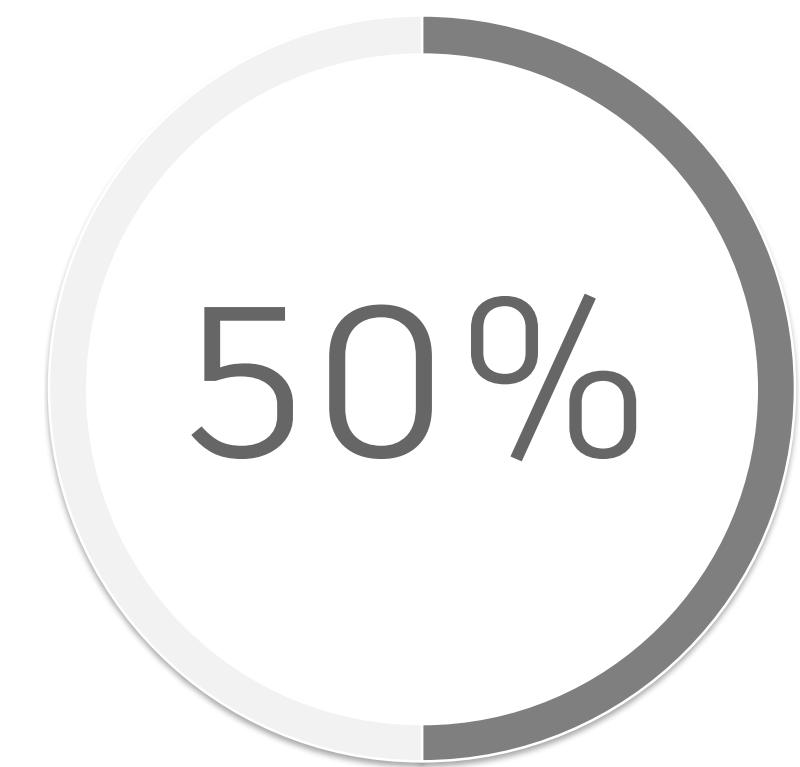
## Profitability

Companies with positively engaged employees see a 21% higher Profitability



## Where to Work

42% of employees say learning and development is the most important benefits after health insurance (48%) in deciding where to work



## Retention

Businesses with a strong learning culture enjoy employee engagement and retention rates up to 50% higher than those that don't

<https://blog.accessperks.com/2018-employee-engagement-loyalty-statistics>



# Company Culture

This can often affect how you approach continuous learning strategies



# Who Are We?

Design That Empowers People

77

Employees



4

MARKETS

Healthcare • Senior Living  
Education • Science & Tech

5

Offices



40



Years in Business!

100%

Employee Owned

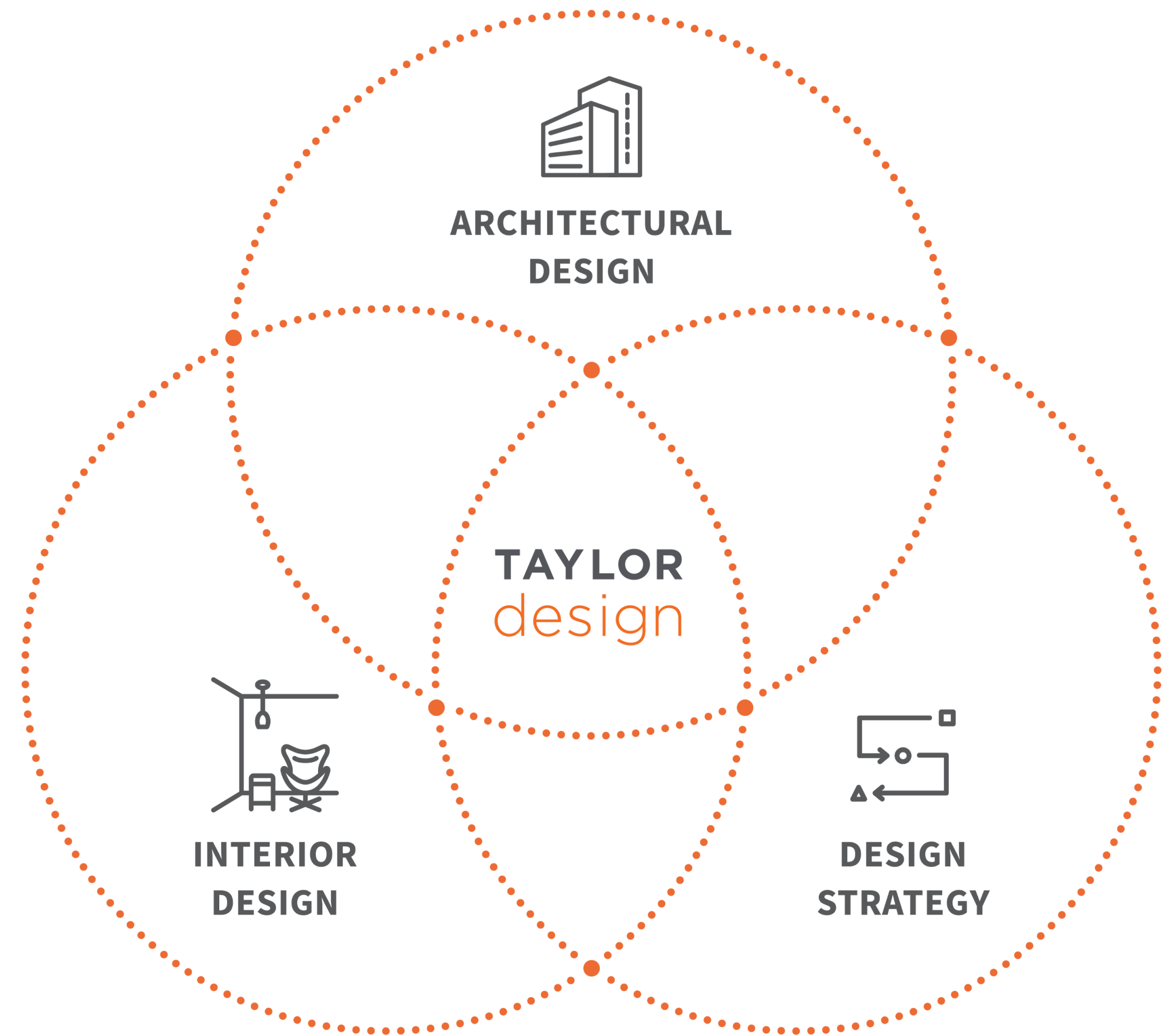




# Who Are We?

We integrate Architectural, Interior and Strategy-based Design in our projects

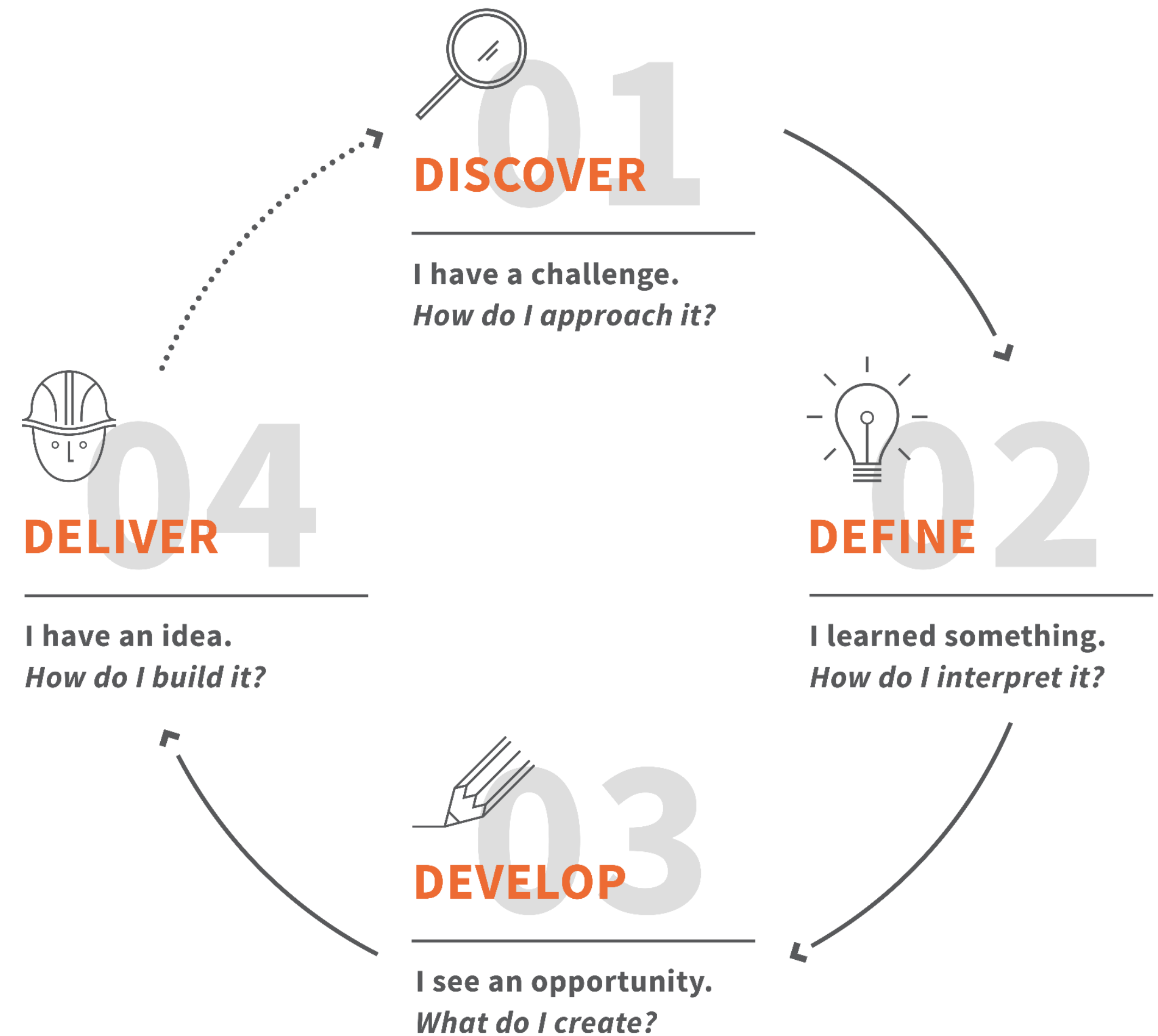
Values = Entrepreneurship



# How We Work

We discover, define, develop and deliver user-centered solutions that are effective, meaningful, and delightful

Values = Curious Minded









# Zweig Group Best Firms Winner



no. 1

**BEST FIRM  
TO WORK FOR  
2019**

---

**ARCHITECTURE**

---

**TAYLOR** design



# Learning Objective #1

Identify Potential Strategies to Foster a Learning Culture





# Strategy Option #1

Forced, mandatory training events





# Strategy Option #2

Casual, spontaneous





# Strategy Option #3

Performance based; goal oriented



# Strategy Option #4

Continuous Improvement





# Learning Objective #2

Leadership Buy-in and Support is  
Imperative





# Leadership Buy-In

Show me the money!





# Leadership Buy-In

\$100 cost for 1-hour of learning  
2-hours saved using new workflow  
= \$100 SAVED!

Multiply by all future projects!



# Immediate ROI

Education and training minimizes mistakes.

A project completed with minimal mistakes is a project that finishes

ON TIME and ON BUDGET



# Leadership Buy-In

Long-Term ROI :

Learning Opportunities Creates  
Engaged Employees

=

Lower Employee Turnover

(Turnovers can cost upwards of 80%  
annual salary for the position)





# Leadership Buy-In

Value the Intangible

Invest in appreciating assets  
vs  
depreciating assets





# Leadership Buy-In

The speed at which employees can learn new skills could be your competitive advantage





# Learning Objective #3

Implement continuous and engaging learning opportunities that keeps everyone coming back for more





# Types of Learning

1 on 1 mentoring  
Lunch and Learns  
Hands-on workshops  
Peer focused groups  
Just in time learning





# Types of Learning

Active vs Passive  
Online On-Demand  
Hackathons  
Revit/Dynamo Rallies  
Guitar Lessons?





# Engaging Opportunities



Tie learning opportunities to employee development goals



Employees that  
continuously learn are  
more engaged with the  
company's goals



# Company Culture

Are you part of a  
company that's an  
ESOP?

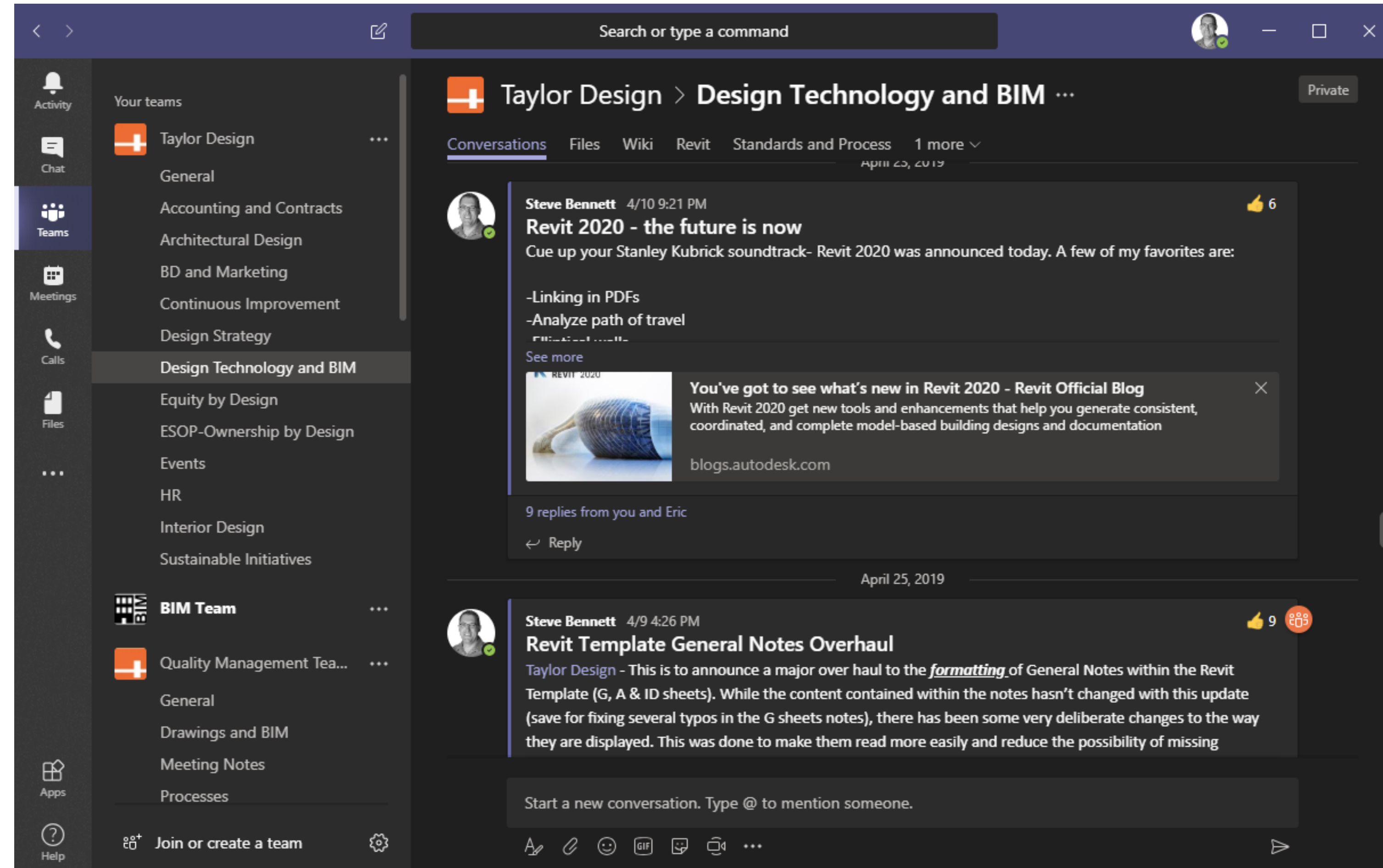


Employee stock ownership plans



# Common Knowledge Platform

Open source your  
knowledge quest  
via internal  
MS Teams



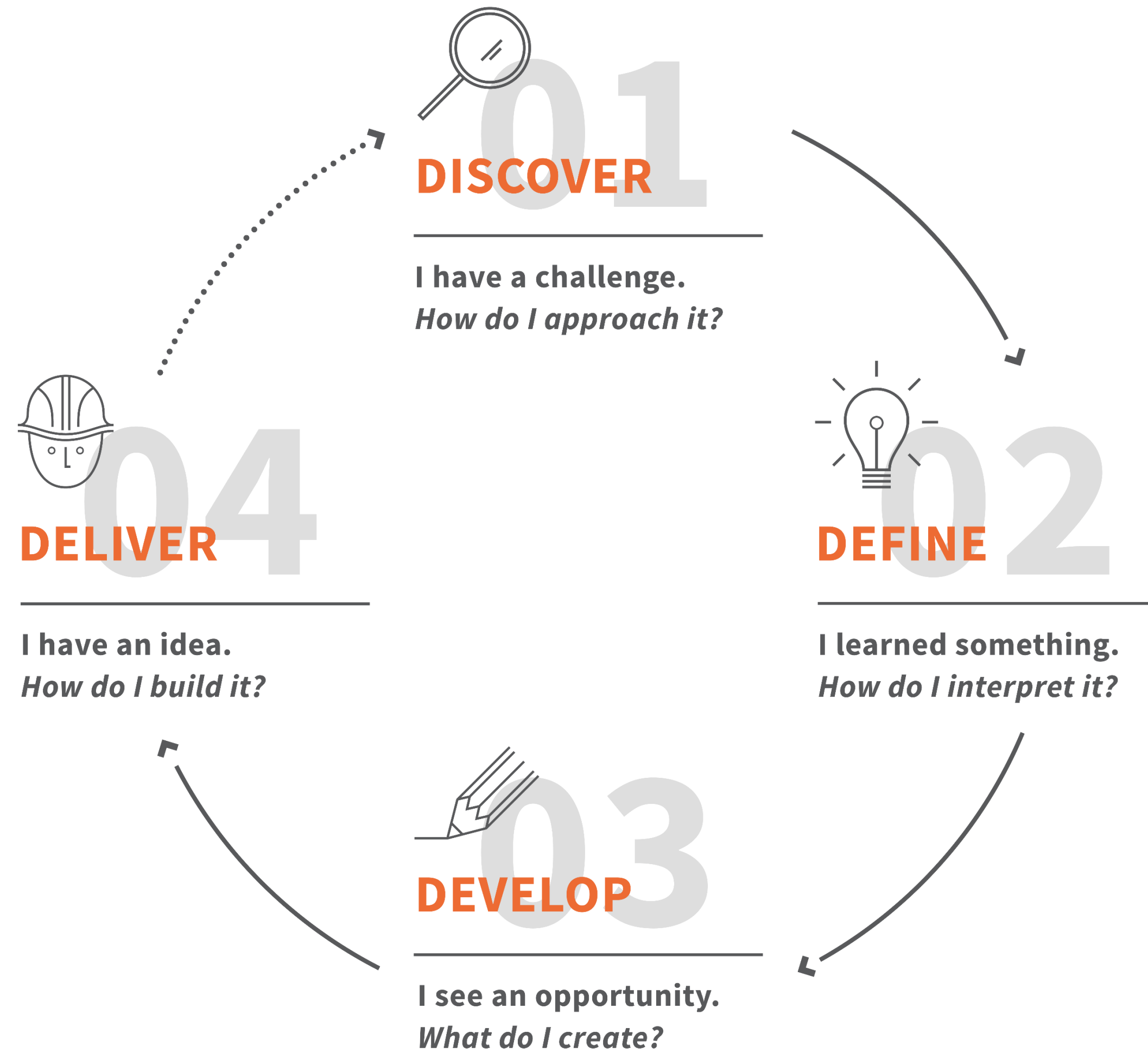


# Create a Learning Path





# Follow Through





# Learning Objective #4

Adjust your learning strategies based on feedback





# Ask For Feedback

## EXPLORE

Ask what keeps people up at night for the next learning session

## POLL

Conduct LEAN +/-Deltas at the end of learning sessions

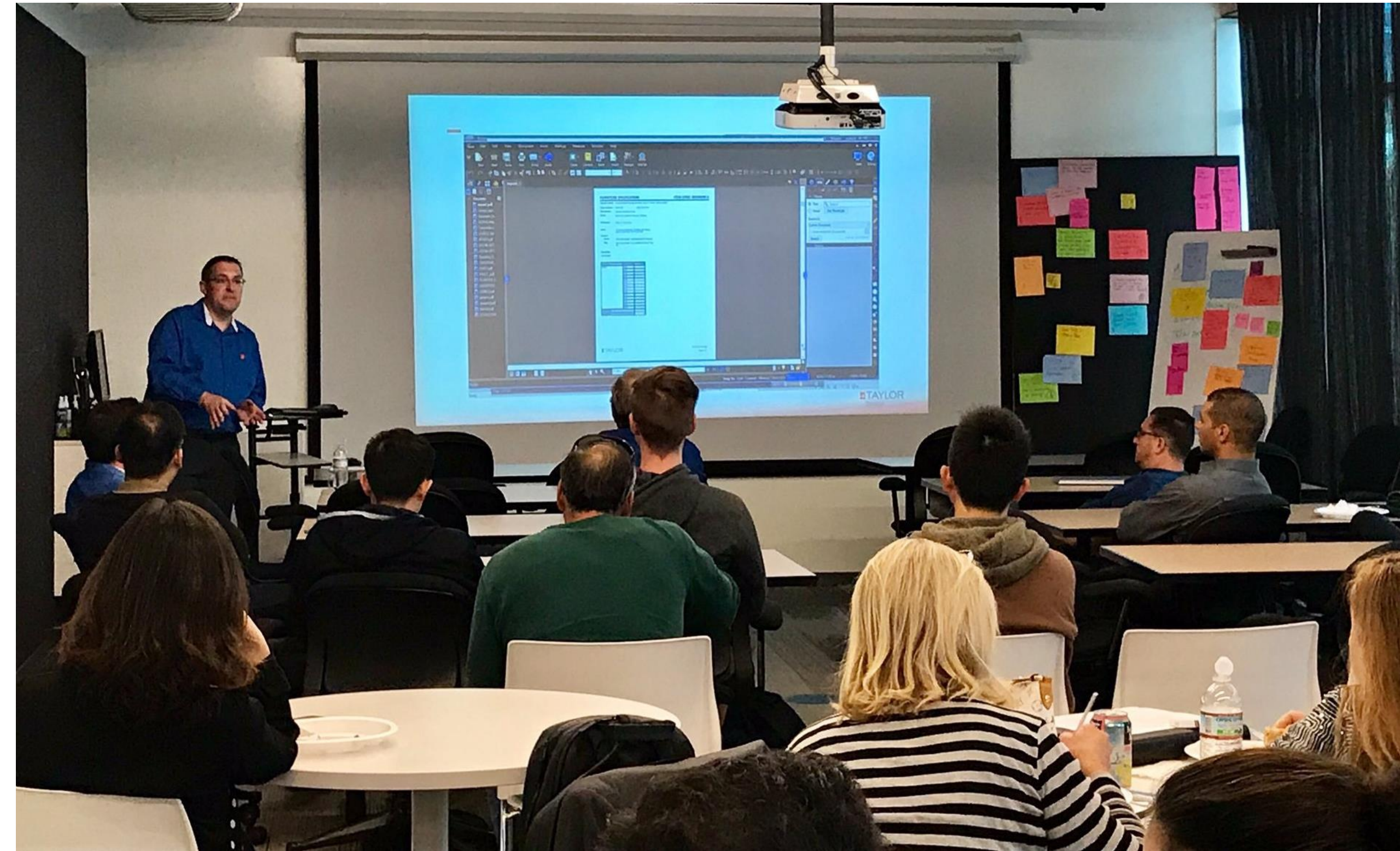
## IMPLEMENT

I presented this session internally to my company and implemented feedback gained



# Implement Feedback Gained

Allow those with a passion for a topic to present!





# Implement Feedback Gained

Change your presentation style!





Implement Feedback Gained

Deliver bite-sized pieces





# Implement Feedback Gained

Drop barriers and allow people to make things happen





# What Does it Look Like?

The Different Components That Make Up  
Our Learning System





# Workflow PDFs are stored and tagged in AVAIL

The screenshot displays the AVAIL web application interface. At the top, the AVAIL logo is on the left, and the user name "Steve Bennett" is on the right. Below the logo is a "Channels" sidebar with a search bar and a list of channels including "Dynamo | TD | Scripts", "Holding Cell |", "RVT16 | ADSK | Components", "RVT16 | TD | Components", "RVT17 | ADSK | Components", "RVT17 | TD | Components", "RVT18 | ADSK | Components", "RVT18 | TD | Components", "RVT18 | TD | Reference Details", "RVT19 | ADSK | Components", "RVT19 | TD | Components", "RVT19 | TD | Reference Details", "RVT20 | ADSK | Components", "RVT20 | TD | Components", "RVT20 | TD | Reference Details", "TD | Documents" (selected), "TD | Materials", "Wild West |", "Restroom Exercise", and "Welcome to AVAIL". The main content area shows a grid of eight PDF thumbnails, each with a title, subtitle, author, date, and filename. The thumbnails are: "PRINTING TO PDF FROM THE DEFAULT REVIT PRINTER" (Prepared by: TAYLOR, January 02, 2018, Printing to PDF from Revit Printer.pdf), "PUBLISH PDFS FROM REVIT USING THE BLUEBEAM PLUGIN" (Prepared by: TAYLOR, September 29, 2017, Printing to PDF from Revit using Bluebeam.pdf), "REVISIONS: WHEN AND WHERE TO USE" (Prepared by: TAYLOR, January 11, 2018, Revisions When and Where To Use.pdf), "TAYLOR DESIGN REVIT FAMILY STANDARDS" (Prepared by: TAYLOR, October 1, 2018, Revit Family Standards.pdf), "REVIT SHEET INDEX: HOW IT WORKS" (Prepared by: TAYLOR, January 11, 2018, Revit Sheet Index How it works.pdf), "REVIT SHARED COORDINATE CONFIGURATION" (Prepared by: TAYLOR, December 22, 2017, Shared Coordinates Setup.pdf), "TAYLOR DESIGN SHEET NUMBERING STANDARD" (Prepared by: TAYLOR, January 3, 2018, Sheet Numbering Standard.pdf), and "WALL FIRE RATING LINETYPES" (Prepared by: TAYLOR, October 10, 2018, Wall Fire Rating Linetypes.pdf). At the bottom, a search bar shows "Search Results: 38" and a list of keywords: Bluebeam, Cartoon Set, Casework, Drawing Guidelines, DWG, Essential Revit Workflow (selected), Interiors, Navisworks, Revit, and Revolution Design.

AVAIL™

Steve Bennett

Channels

Search channels

Pinned Recent All

| Dynamo | TD | Scripts

| Holding Cell |

| RVT16 | ADSK | Components

| RVT16 | TD | Components

| RVT17 | ADSK | Components

| RVT17 | TD | Components

| RVT18 | ADSK | Components

| RVT18 | TD | Components

| RVT18 | TD | Reference Details

| RVT19 | ADSK | Components

| RVT19 | TD | Components

| RVT19 | TD | Reference Details

| RVT20 | ADSK | Components

| RVT20 | TD | Components

| RVT20 | TD | Reference Details

| TD | Documents

| TD | Materials

| Wild West |

Restroom Exercise

Welcome to AVAIL

| TD | Documents

Search | TD | Documents

PRINTING TO PDF FROM THE  
DEFAULT REVIT PRINTER  
Essential Revit Workflow

PREPARED BY:  
TAYLOR  
Prepared on: January 02, 2018

Printing to PDF from Revit Printer.pdf

PUBLISH PDFS FROM REVIT  
USING THE BLUEBEAM PLUGIN  
Essential Revit Workflow

PREPARED BY:  
TAYLOR  
Prepared on: September 29, 2017

Printing to PDF from Revit using Bluebeam.pdf

REVISIONS:  
WHEN AND WHERE  
TO USE  
Essential Revit Workflow

PREPARED BY:  
TAYLOR  
Prepared on: January 11, 2018

Revisions When and Where To Use.pdf

TAYLOR DESIGN REVIT FAMILY  
STANDARDS  
Naming Conventions and Creation Guidelines

PREPARED BY:  
TAYLOR  
Prepared on: October 1, 2018

Revit Family Standards.pdf

REVIT SHEET INDEX:  
HOW IT WORKS  
Essential Revit Workflow

PREPARED BY:  
TAYLOR  
Prepared on: January 11, 2018

Revit Sheet Index How it works.pdf

REVIT SHARED COORDINATE  
CONFIGURATION  
Essential Revit Workflow

PREPARED BY:  
TAYLOR  
Prepared on: December 22, 2017

Shared Coordinates Setup.pdf

TAYLOR DESIGN SHEET  
NUMBERING STANDARD  
Essential Revit Workflow

PREPARED BY:  
TAYLOR  
Prepared on: January 3, 2018

Sheet Numbering Standard.pdf

WALL FIRE RATING LINETYPES  
How to apply fire rating linetypes to views in Revit

PREPARED BY:  
TAYLOR  
Prepared on: October 10, 2018

Wall Fire Rating Linetypes.pdf

Search Results: 38

Filters Clear Search

Keyword Bluebeam Cartoon Set Casework Drawing Guidelines DWG Essential Revit Workflow Interiors Navisworks Revit Revolution Design



# Videos are added to LL and tagged

in

LEARNING

Browse

Search for skills, subjects or software

Home

In Progress

Saved

My Org

Me

Go to Admin

Filter Results

43 Results

Sort by: Best Match

Content by

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☒ Your Company (43)

Type

☐ Courses (0)

☐ Videos (3)

☐ Learning Paths (5)

☐ Links (33)

☐ Documents (0)

☐ Learning Collections (2)

Level

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LinkedIn Corporation © 2019

Your Company

Taylor Design University - Drawing Guidelines

LINK

Added by your organization

Save

Add to collection

Taylor Design University - Presentations: Visuals, Part 2

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Taylor Design University - Sustainability at Taylor Design

LINK

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Resource Utilization

LINK

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Save

Add to collection

Balancing Fees and Hours to a Budget

LINK

Added by your organization

Save

Add to collection

Click to see the newest or most popular instead



# Live events are scheduled on company calendar

SharePoint

BROWSE EVENTS CALENDAR

SHARE FOLLOW

Search this site

**TAYLOR design** Events

2019  
Jan Feb Mar  
Apr May Jun  
Jul Aug **Sep**  
Oct Nov Dec  
Today is Wednesday, October 30, 2019

Calendars in View  
Events  
TDU  
External Events

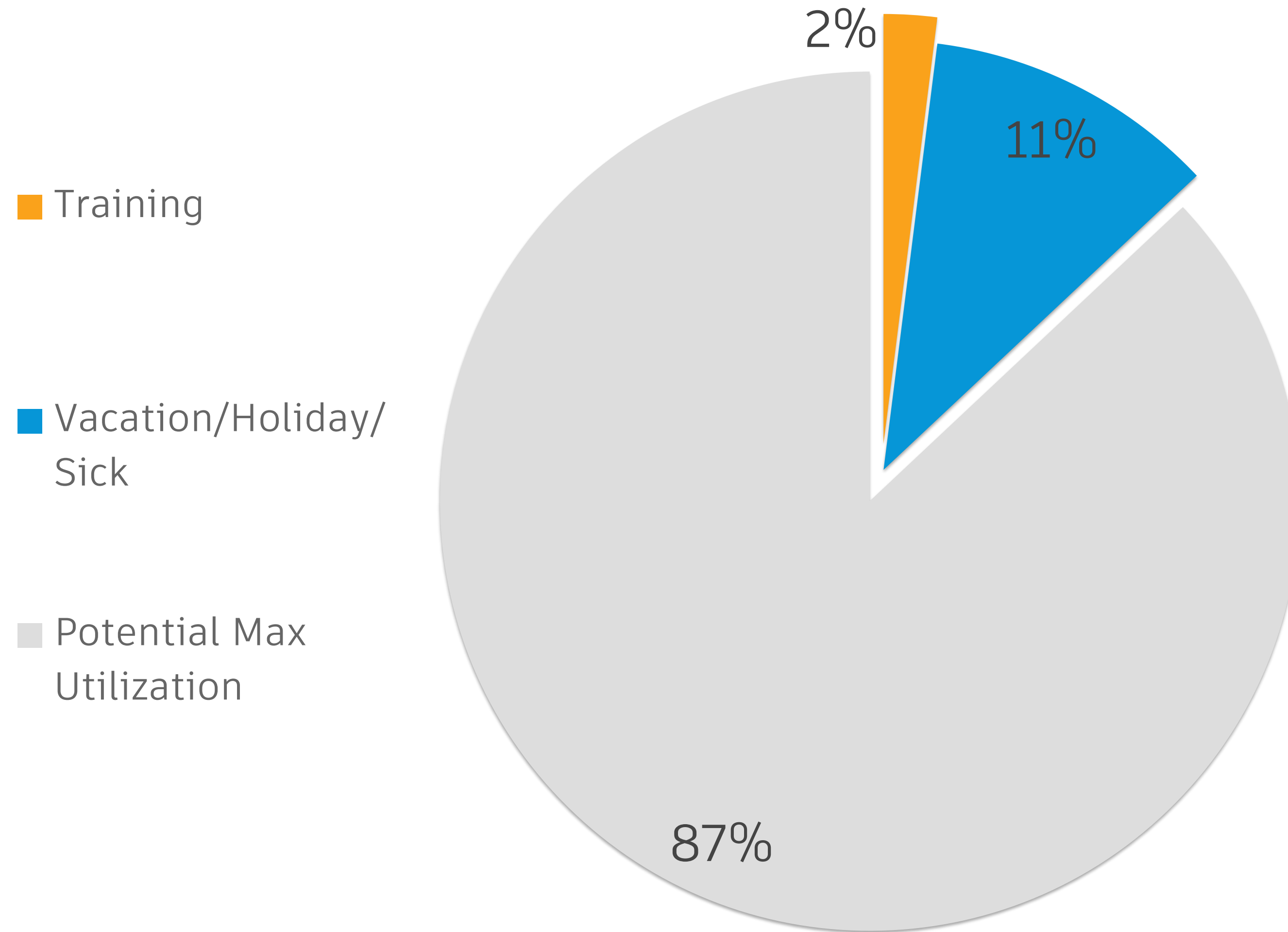
Home  
Documents  
Directory  
ESOP  
Events  
Events Calendar  
Events List  
Taylor Design Art Gallery

September 2019

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2 Labor Day - Office Closed	3 12:00 pm - 1:00 pm TDU: Technical Design	4 12:00 pm SD L+L: Door Hardware 12:00 pm L&L (SD): Door Hardware	5 5:30 pm TT: Nathan / Kevin + Jh 5:30 pm TT (OC / SF): Nathan / Kevin	6	7
8	9	10 12:00 pm - 1:00 pm TDU: Use Your Time Wisely	11 12:00 pm SF L+L: Prouve 12:00 pm L+L (SF): Provue	12 5:30 pm - 6:00 pm TT (OC / SF): Thirsty for Design	13	14
15	16 12:00 pm - 1:00 pm L+L (SF): Motivational Systems I	17 12:00 pm - 1:00 pm TDU: Architect - The Journey to	18	19 PAY DAY 12:00 pm L+L CEU (SF): QuietRo 5:30 pm TT (OC / SF): Nish / Rile	20	21
22	23 12:00 pm - 1:00 pm L+L CEU (SF): Interface	24 12:00 pm - 1:00 pm TDU: 2019 Code and OSHPD	25 12:00 pm SF L+L: 12:00 pm L+L (SF): CADE Archite	26 5:30 pm - 6:00 pm TT: Alfonso / Caitlin + Marcus	27	28
29	30	1 12:00 pm - 1:00 pm TDU: New and Important Code	2 5:00 pm - 9:00 pm OC: IIDA Turning Point	3 5:30 pm - 6:00 pm TT (OC / SF): Hamid / Jeff + Rav	4	5



# How Much Time Should Be Reserved?





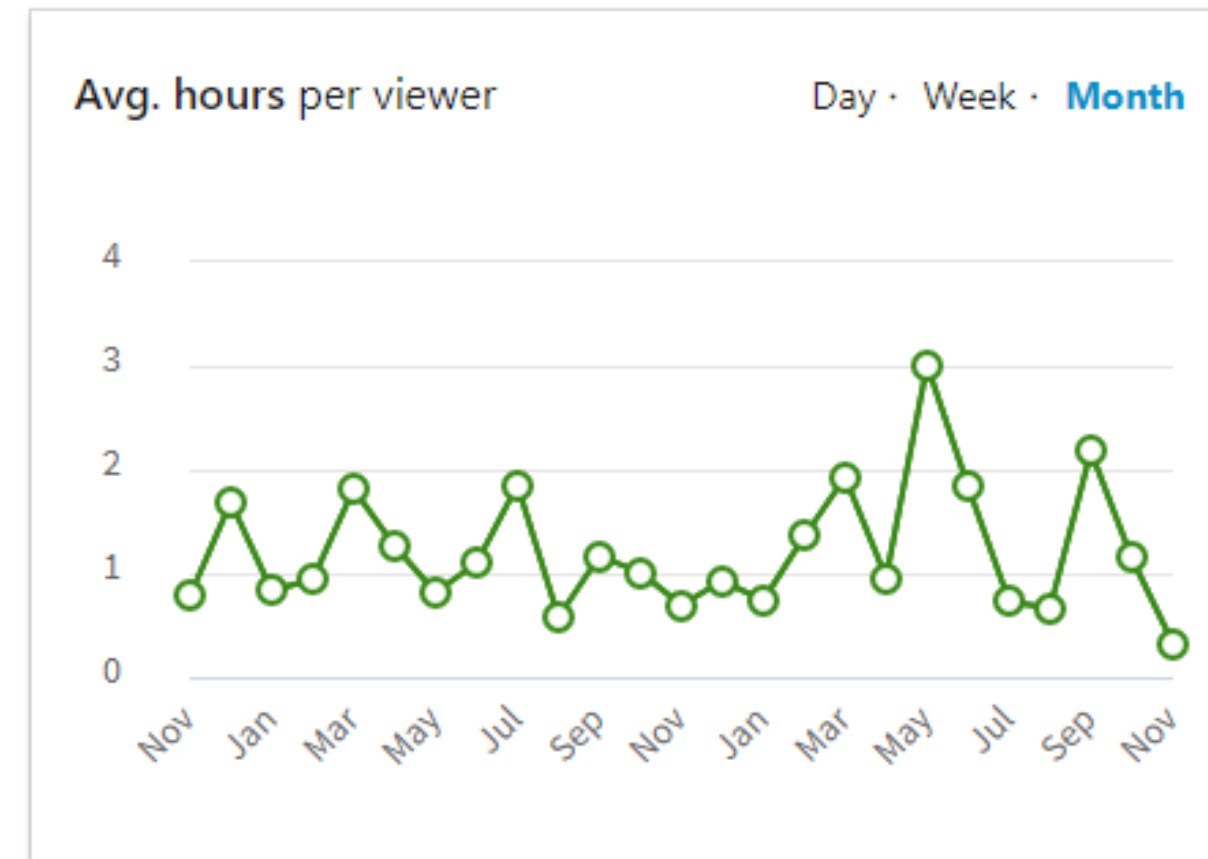
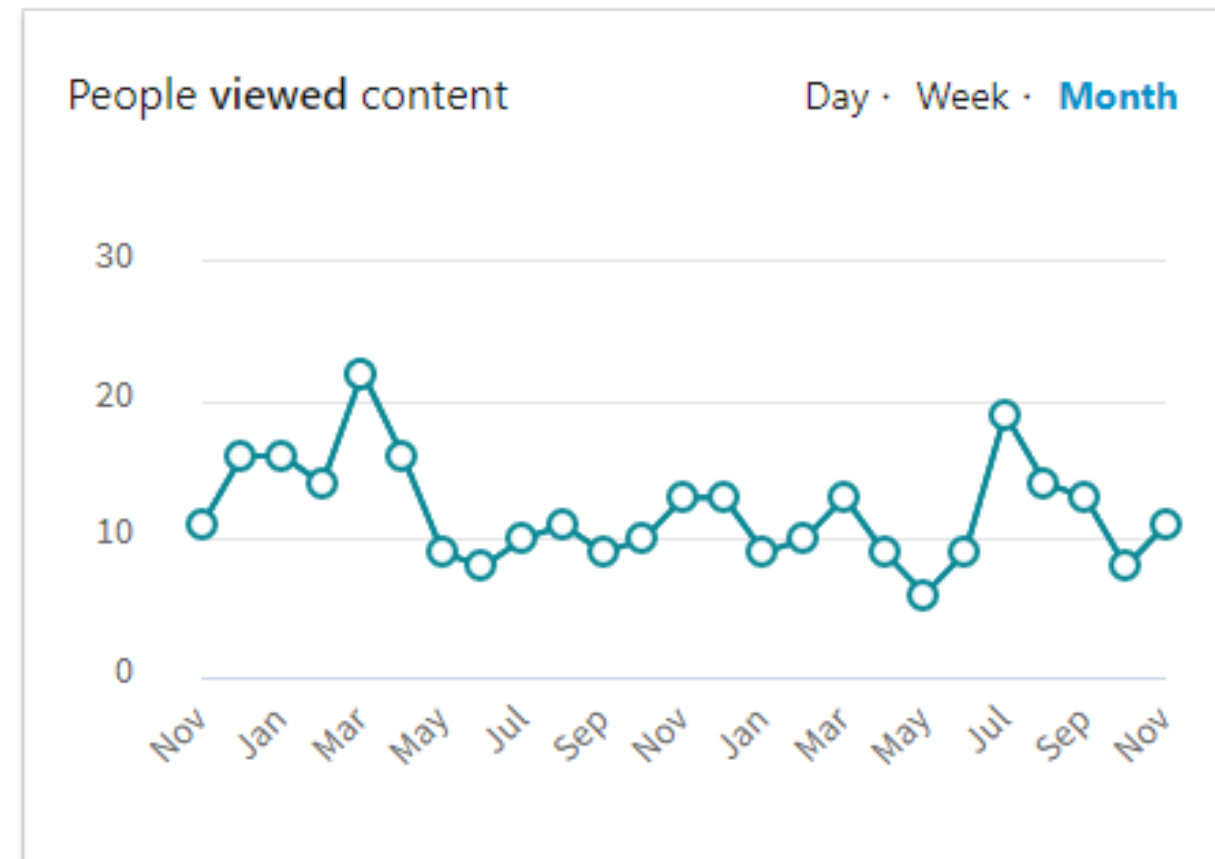
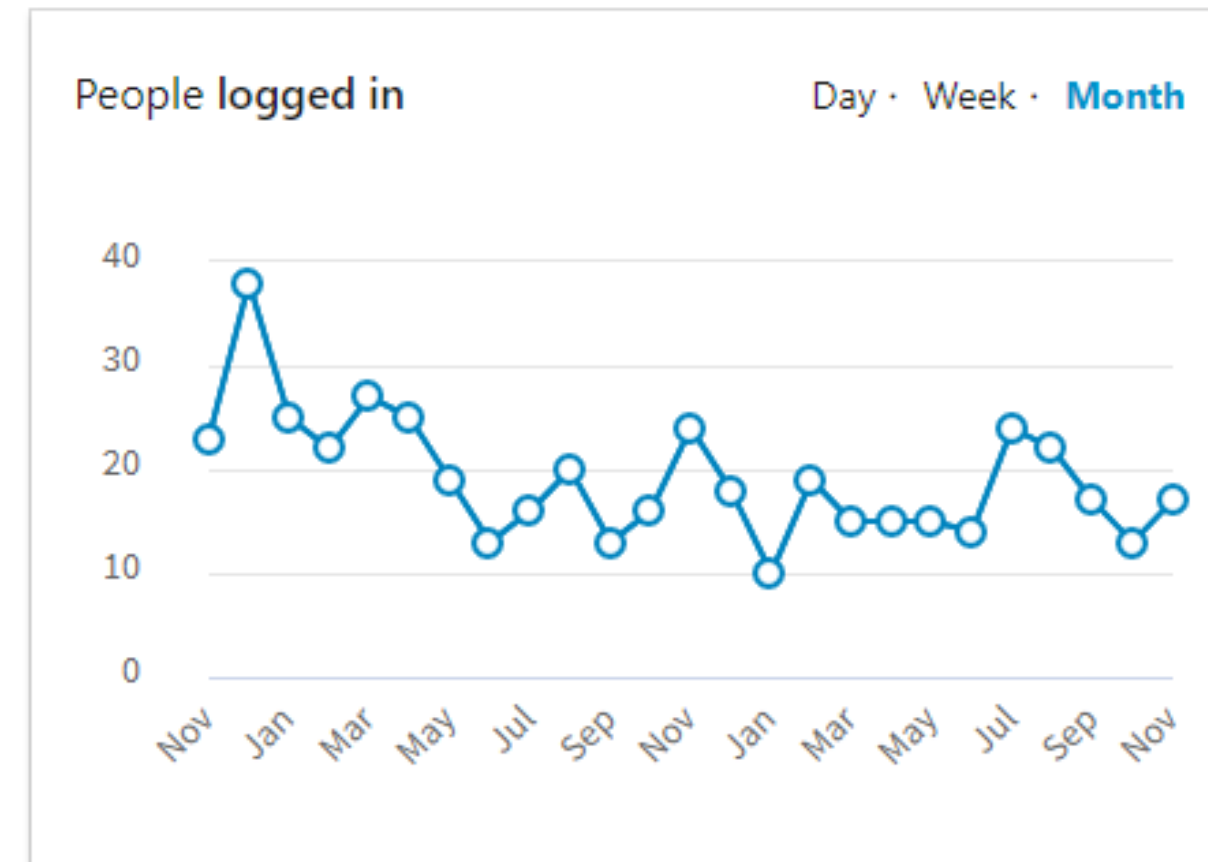
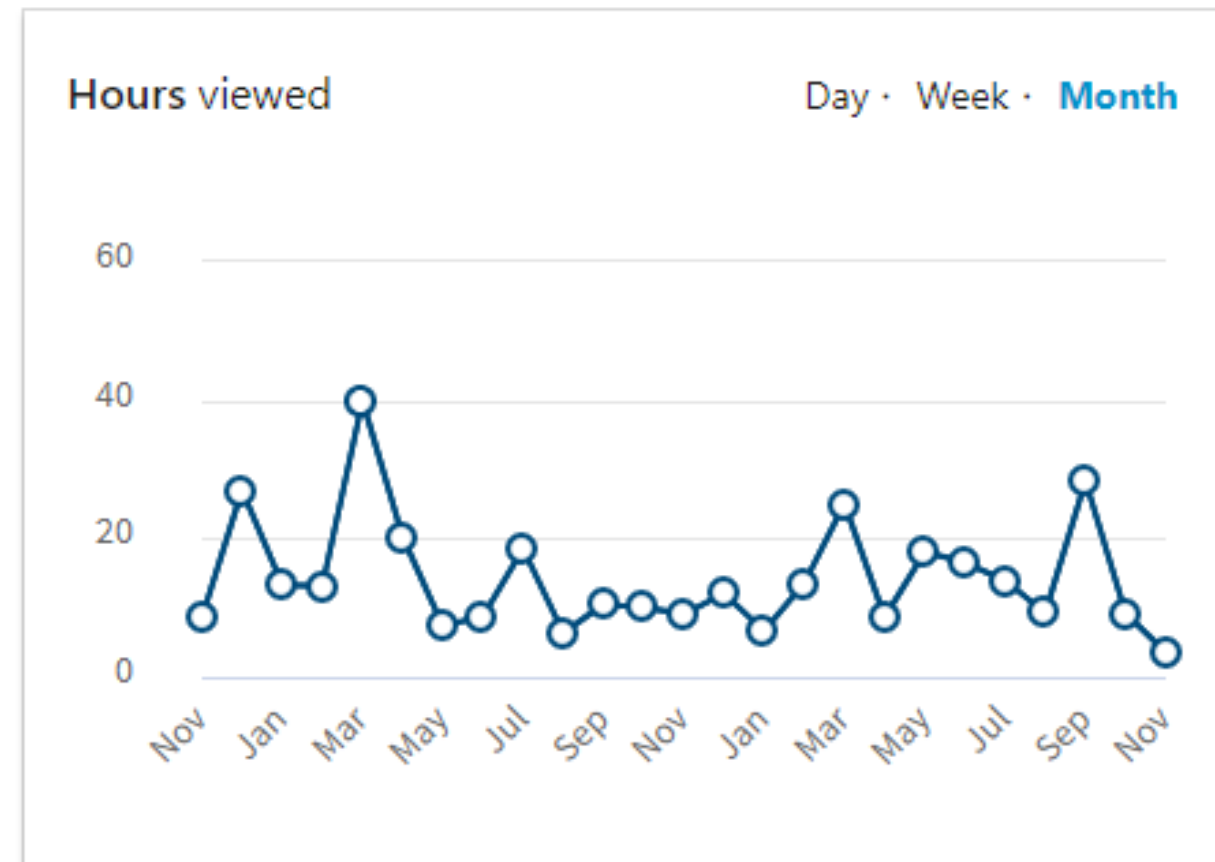
# Metrics of Continuous Learning

Inside Look at LinkedIn Learning Usage





# November 2017 to 2019 at Taylor Design





# November 2017 to 2019 at Taylor Design

358

HOURS VIEWED

90

PEOPLE LOGGED IN

72

PEOPLE VIEWED  
CONTENT

4h 58m

AVG. TIME  
PER VIEWER



# Last Calendar Year at Taylor Design

170

HOURS VIEWED

62

PEOPLE LOGGED IN

52

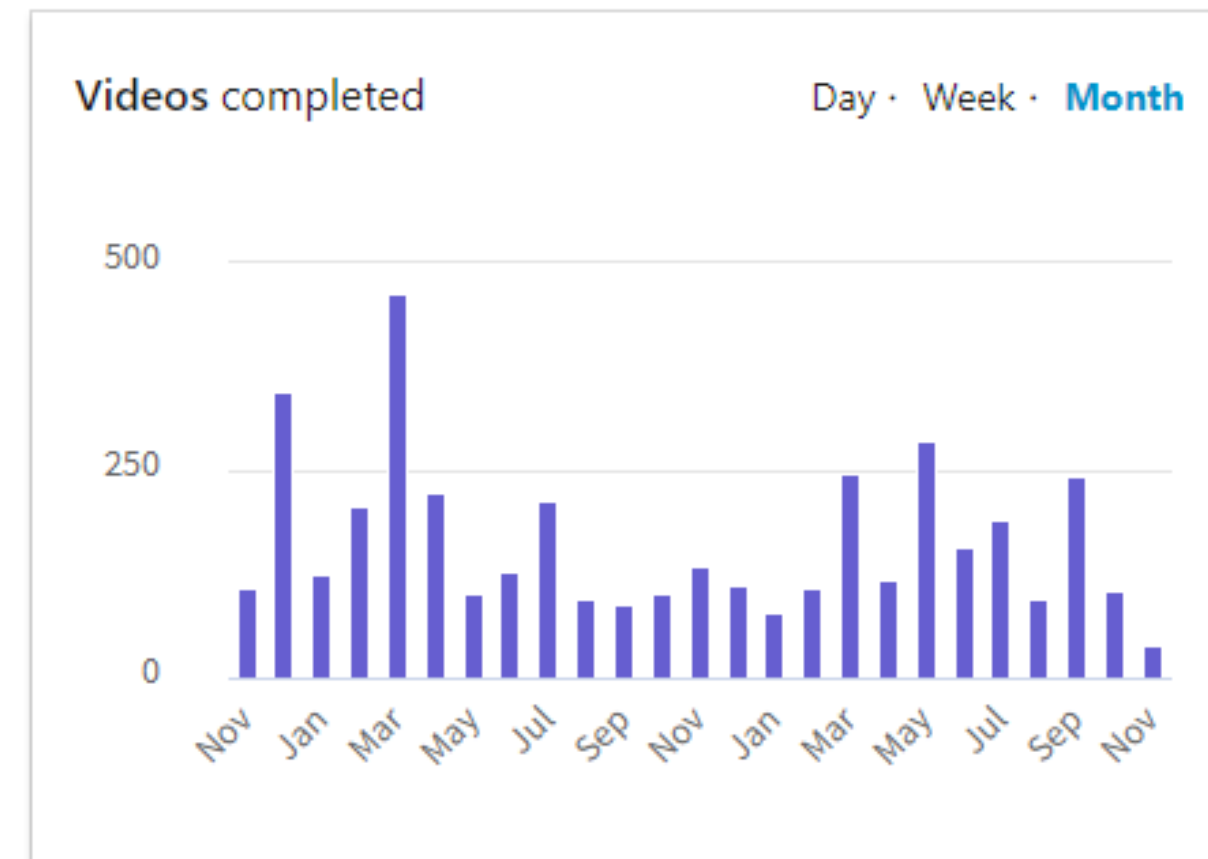
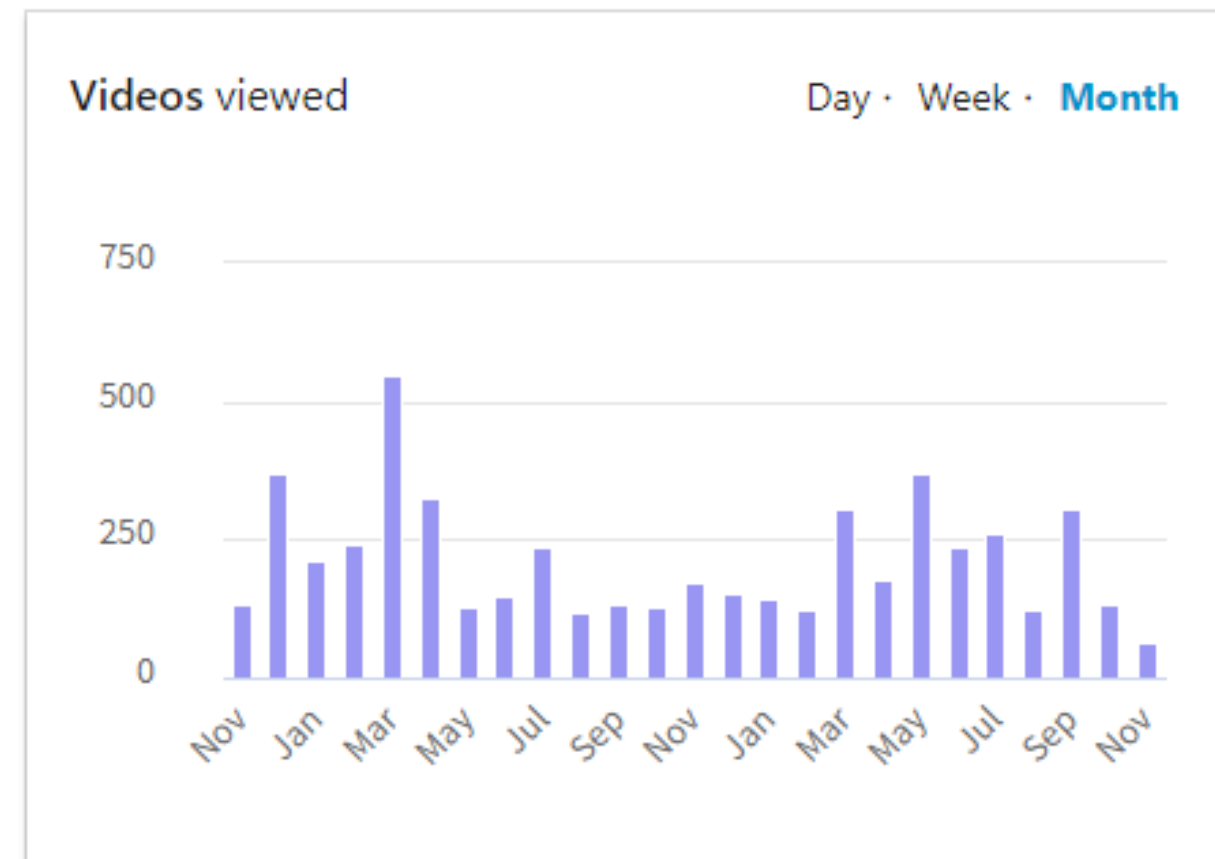
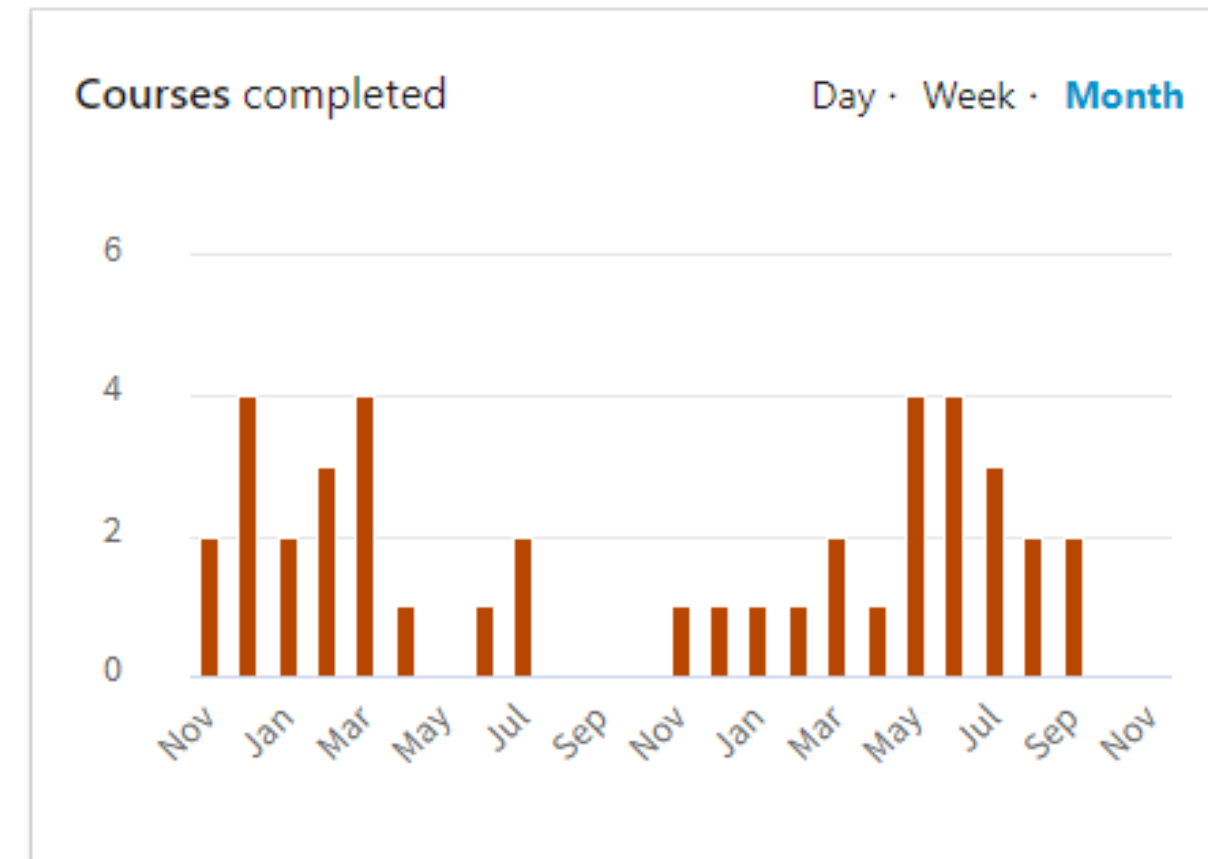
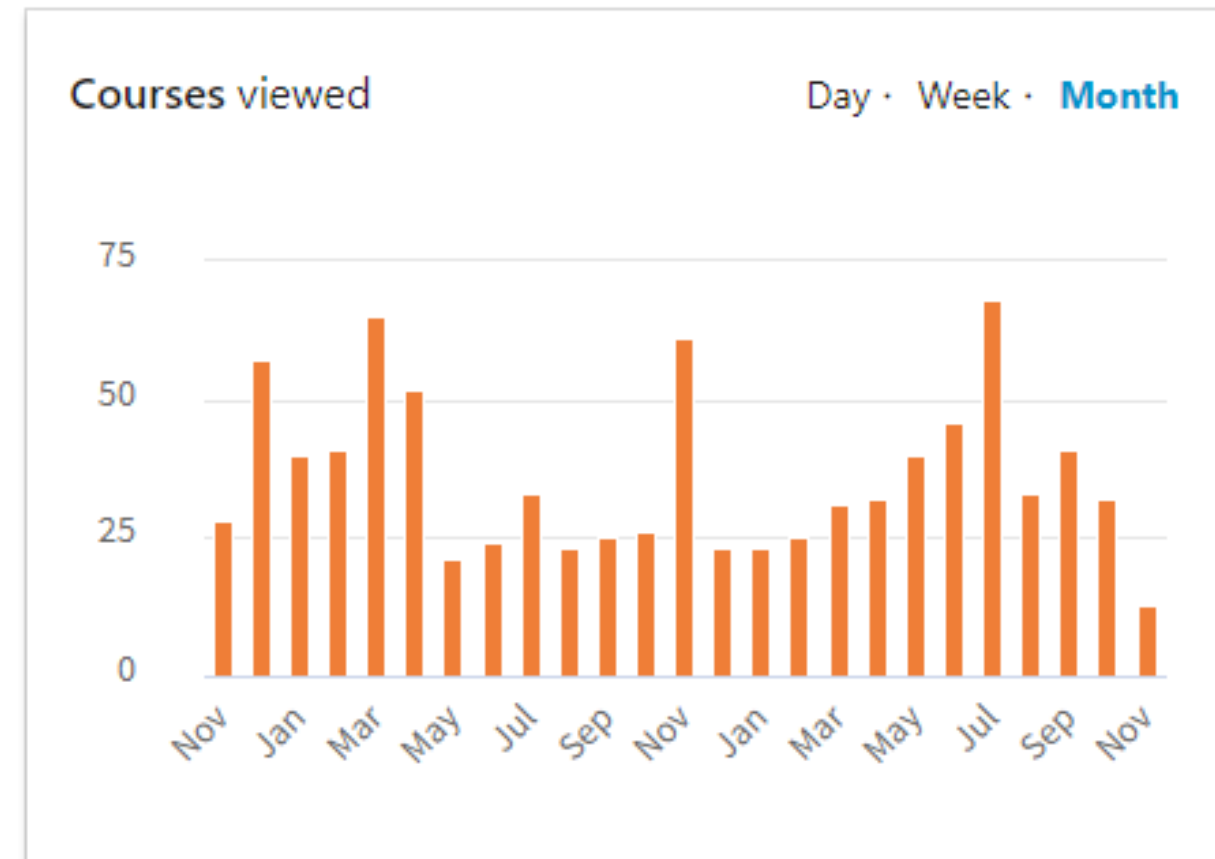
PEOPLE VIEWING  
CONTENT

3h 16m

AVG. TIME  
PER VIEWER



# November 2017 to 2019 at Taylor Design



# November 2017 to 2019 at Taylor Design

903

COURSES VIEWED

41

COURSES COMPLETED

5295

VIDEOS VIEWED

4106

VIDEOS COMPLETED



# Last Calendar Year at Taylor Design

425

COURSES VIEWED

21

COURSES COMPLETED

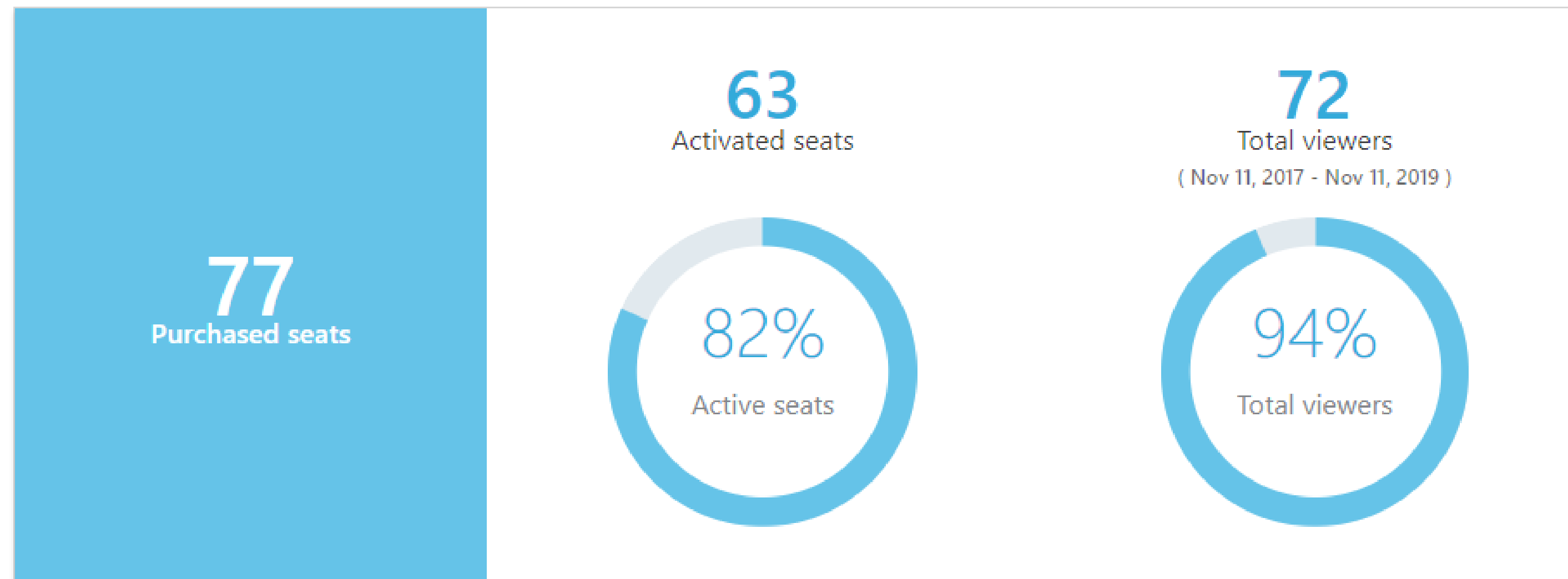
2489

VIDEOS VIEWED

1851


VIDEOS COMPLETED





# Last Calendar Year at Taylor Design

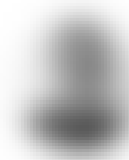





# Completions Added to Profile



 Home  My Network  Jobs  Messaging



Licenses & Certifications




Mentoring Others

LinkedIn

Issued Oct 2017 · No Expiration Date

See credential




Bluebeam: Managing Construction Drawings Digitally

LinkedIn

Issued Feb 2018 · No Expiration Date

See credential



Revit Architecture Certified Professional


Autodesk

Issued Feb 2018 · No Expiration Date

See credential

Show more ▾

+



# Summary of Objectives

#1

Identify potential strategies to foster a learning culture

#2

Leadership buy-in and support is imperative

#3

Implement continuous and engaging learning opportunities that keeps everyone coming back for more

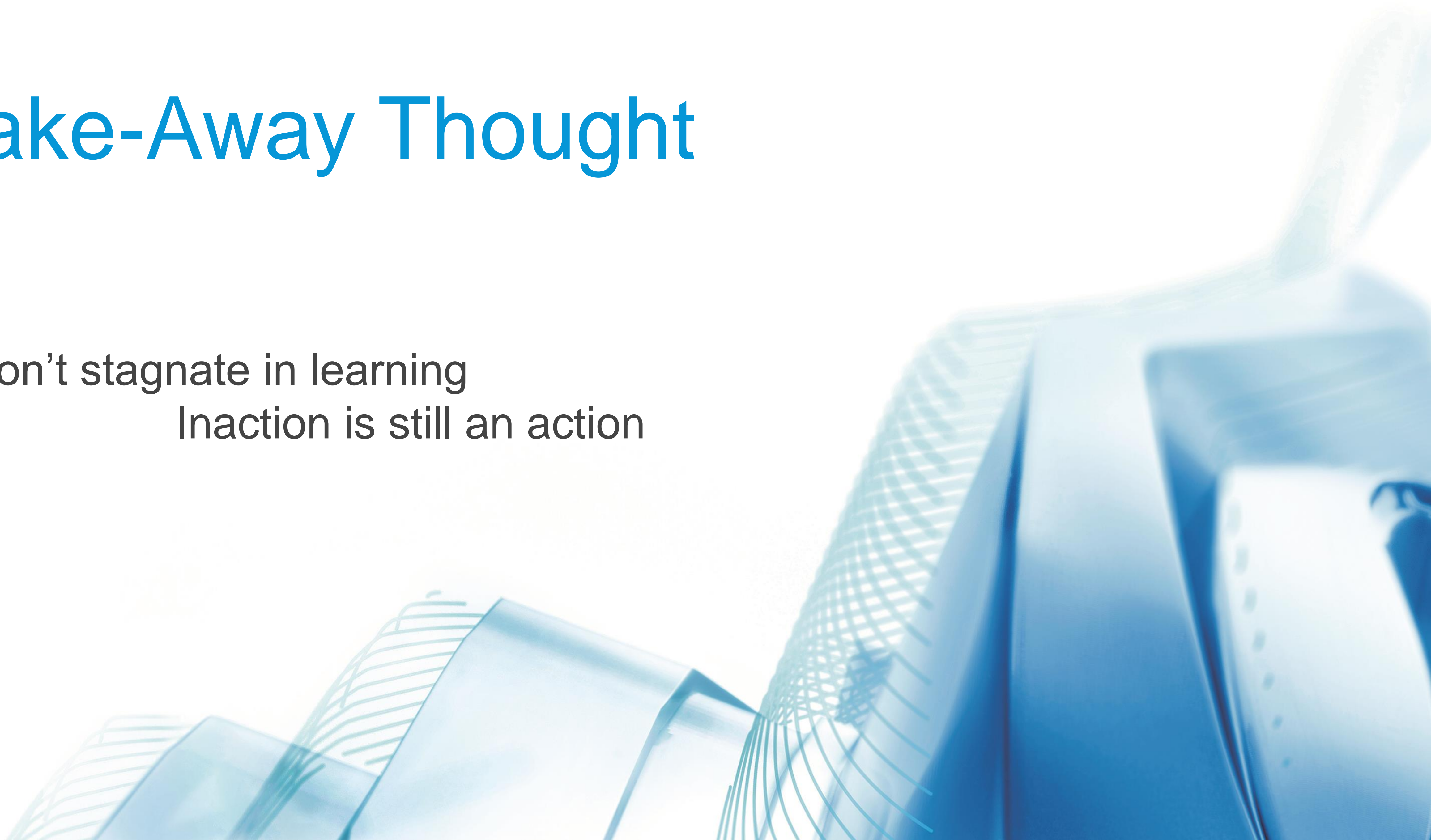
#4

Adjust your learning strategies based on feedback



# Take-Away Thought

Don't stagnate in learning  
Inaction is still an action





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