

Getting Started with Learning Teams

This popular package introduces Learning Teams and 'Learning from Normal Work' to your business. It gives awareness and understanding of the approach to then build into a programme or further initiatives.

At a glance

Across the OECD, we are seeing plateauing safety results, coupled with increasing safety bureaucracy that can provide a false sense of security for an organisation's governance and leadership.

Learning Teams are gaining ground globally as a legitimate safety science backed approach to implement **resilience engineering** in your business. Weak signals are heard in your business preventing drift to failure.

The intention of this programme is to precede the introduction of a Due Dilligence Learning Framework designed to listen to weak signals, report on findings, and respond to, monitor and resource continuous improvement.

Learning Teams are supported and encouraged by Worksafe NZ, [NZ Business Leaders' Forum](#) and the NZ Institute of Safety Management.

Purpose

Learning Teams are now a popular way to promote operational learning and workforce engagement, create solutions to challenges, and identify opportunities for improvement. They give the following outcomes:

1. Greater engagement, accountability and empowerment of the workforce
2. Developing innovative and applicable solutions for sustained work improvements
3. Sharing rich and relevant insights to better influence decisions and performance
4. A culture of listening and learning from our people and leveraging their expertise
5. Breaking down the siloed approach that exists between safety and operations

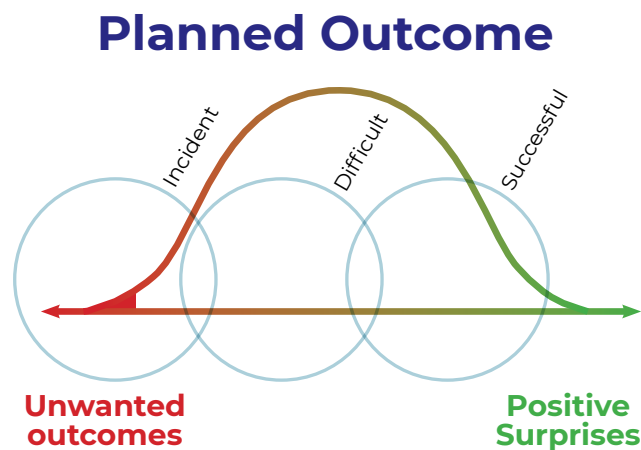


What is a Learning Team?

Learning Teams are a structured process designed to facilitate team-based enquiry about normal work.

The aim is to understand what is contributing to successful work and how this can be further leveraged, as well as what is making work difficult and how this can be positively addressed.

The learning focuses on discovering and analysing **what is helping and hindering performance through the views of different roles and levels across the organisation.**



[WorkSafe case study: Involving everyone in learning reaps benefits](#)

Approach

To gain maximum organisational benefits, a staged introduction of a Learning Teams framework ensures your team takes ownership of the Learning Teams approach and gives you the traction to get started.



Getting Started with Learning Teams

Introduction to Leadership & Strawman

1. A variety of New View videos, papers, articles and references are used to support learning
2. Strawman session to develop proposed strategy for Learning Teams implementation
3. Introductory Leadership Session to introduce Learning Teams concepts

Conducting a Trial

1. Design your first Learning Team with a chosen leader and team
2. Conduct short training sessions to introduce concepts
3. Learning Team Trial - two short sessions on a pertinent topic
4. Review and evaluate results
5. Debrief and recommend a Learning Teams Framework for your context



Moni is a senior health and safety practitioner with 20 years experience who specialises in the Safety Differently/Safety II approach. She was the first **Safety Lead** for Rocket Lab and a finalist for the HRINZ 2019 Health, Safety & Wellbeing award for success with contemporary safety design and innovation.

Moni is a member of Worksafe NZ's Community of Innovators, and is writing a book on Safety Differently. Internationally, she regularly speaks on podcasts, at conferences, and is presenting **a masterclass for Art of Work.**

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