

Yearning for Learning in 2022

Cary Broussard, Author, Speaker, Coach, DE&I Advocate

McKinsey & Co just released an all-time perfect New Year's resolution. Companies that focus on creating diverse workforces are 35% more likely to have above-average profit margins in 2022. Taking steps to plan professional development opportunities for a diverse employee base in 2022 is smart. Learning organizations, ones that put learning first, attract and retain the best and the brightest talent for the long-term.

At C2CEO, our motto is "grow through what you go through." Continuous improvement requires a commitment to learning, according to **David A. Garvin**, former Roland Christensen Professor at Harvard Business School.

Garvin lists these 5 main activities to be a successful learning organization:

- systematic problem solving
- experimentation with new approaches
- learning from their own experience and past history
- learning from the experiences and best practices of others
- transferring knowledge quickly and efficiently throughout the organization.

And if we put Garvin's 5 activities in order of importance, C2CEO believes they are all equally weighted in importance, and need to be working in tandem with each other. Garvin's message of connectivity is a priority for C2CEO, and we find learning is best when it is a customized curriculum to the organization.

There is a sense of urgency in 2022 in showing that you “walk the talk” by caring about what your employees think and their importance in mindful ways and openness in listening to their creative ideas for your organization.

We find that organizations honoring and transferring their experience and knowledge are not only the most successful but hold the interests of all stakeholders.

On the other hand, we also find that senior leadership or a C-suite that doesn't share company business goals and objectives with mid-level leaders doesn't retain their high potential hires. Employees embrace and engage when they have access to the company's overall business objectives.

New Year's resolutions, either personal ones or group-inspired, can't start too soon! Prepare now to provide diverse, inclusive and equitable professional development either online, in person or both. Our teachers, facilitators and adjunct professors have the experience and the knowledge to customize and engage a diverse, multi-level workforce in profit-driven solutions for all.



About the Author: Cary Broussard, founder of C2CEO Learning Labs, provides business courses, corporate training executive coaching and business mastermind groups. Go to businesslearninglabs.com for an assessment of courses and curriculum we provide.

- *equitable, career opportunities for your workforce*
- *positive, measurable outcomes for individuals and organizations*