Building A Learning Culture in the Team

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Aim (s)

With constant evolution of the healthcare landscape in Singapore, it is imperative for healthcare workers to acquire new knowledge and adopt novel technologies and systems. The complex healthcare system requires staff to understand work processes across different domains in order to function and contribute effectively.

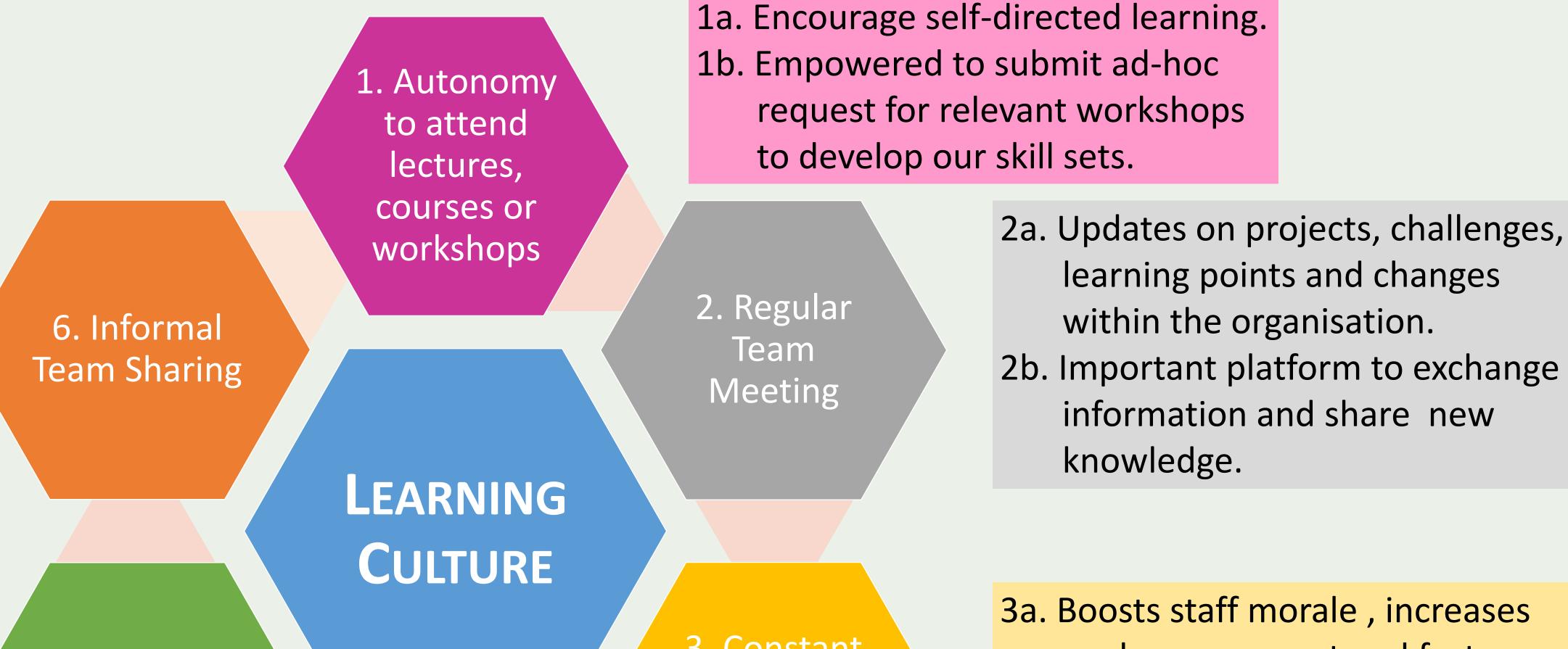
Our team aims to build a learning culture among members, encouraging and supporting members to develop knowledge and competencies through continuous learning in a conducive environment.

Methodology

6a. Showcases staff's knowledge & experiences, while allowing other team members to benefit from mutual learning. 6b. Topics would include:

- Requests from team members on a specific domain or process.
- Relevant work processes.
- Any topics or encounters that one finds relevant or interesting to share.

5a. Slides are usually used to



 serve as visual aids. 5b. Slides, approved papers, templates and work files are placed in an accessible shared drive for easy retrieval 	5. Repository of Information	4. 1 to 1 feedback	4b. Able to understa	work engagement and fosters better working relationships. 3b. Positive reinforcement to drive good work behaviours.	
Results					
Monthly Sharing Session			Bi-Weekly Team Meeting		
 Better understanding on who to approach or direct questions to when faced with challenges in a particular aspect. Promotes team bonding through mutual learning and sharing of knowledge. 			 Raises awareness of changes within organisation Deeper understanding of projects led by other team members and adds breadth to knowledge 		
3. Allows staff to recap on knowledge and experiences to reinforce learning.			Encouragement from Managers		

5. Broadens knowledge without undergoing extensive OJT or courses.

4. Hones content planning and presentation skills.

- 6. Enables newer members to gain early exposure and learn about complex projects and processes which they will manage in the future
- 1. Motivated to take ownership of our learning to expand our work knowledge.
- 2. Reinforces learning and development at individual and team levels to achieve desired outcomes.

Conclusion

The drive to instil a learning culture is most effective when staff or team takes the lead in developing their knowledge and competency. Managers need to create a supportive environment in which information and knowledge are freely shared among the team and inject topics of relevance into the programme to enhance team and individual learning. This ecosystem will inculcate a growth mindset based on an improved culture of knowledge inquiry and sharing. Impromptu learning often occurs among the team members, encouraged by this learning culture.

In the long run, the learning culture strengthens the team's ability to perform in assignments and projects. This in turn drives the team to plan proactively, initiate solutions and anticipate potential problems in order to improve the quality of projects and assignments.