



# Informal Learning in Organizations: How to Create a Continuous Learning Culture

*Robin Hoyle*

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## **Informal Learning in Organizations: How to Create a Continuous Learning Culture** Robin Hoyle

As the pace of change in the workplace accelerates and training budgets are challenged, it becomes essential for employees to learn as they go along. In this connected world, new ways of learning are emerging all of the time, whether the learning is planned, unexpected or self-directed. For those responsible for learning and development in organizations, understanding how this kind of informal learning can be utilised and measured is key to providing efficient and cost-effective ways of delivering on organizational objectives around people development.

Informal Learning in Organizations offers practical tools, including checklists and action plan questions, to guide the Learning and Development practitioner in how to design and implement an informal learning strategy that is personalised to the needs of their own organization. It combines the latest thinking on new technology and practices with established theory and research to provide an evidence-based review of informal learning and its true impact. It offers an overview of how and why informal learning resonates with people, how it works and when and why it doesn't. This book will assist the reader in making sense of their connected environments to create a continuous learning culture in their organizations.

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