**ATMC Conference**

**Denver, Colorado**

**April 2017**

**Discussion Group Topic**

**Developing a Culture of Learning in Your Company**

Points that came out in the discussion:

* Importance of Leadership buy-in and presence
* Embrace informal training
* Stress the relevance
* Training newsletter
* State values behind the investment of their time
* Bring in outside training help
* Establish the difference between training and a culture of learning
* Establish a connection with training candidate, both personal and professional
* Listen to and incorporate feedback
* Regular peer review of training
* Structured Training, both mandatory and voluntary
* Training is not a bandage for other problems
* Shorter course content
* Trainers must be subject matter experts
* Encourage skill training for instructors
* Instructor peer review
* Let students drive content
* Gamification
* Create a desire to learn through rewards
* Through company indoctrination, including company goals
* Blended learning approach
* Create a pull for training as well as push