

HR Round Table Asia

20 October, 2021



Fostering A Culture Of Continuous Learning

Agenda

Welcome

Dennis Yap, Director, Asia Education LOMA

Fostering A Culture Of Continuous Learning

Carie Crane, Vice President, Professional Development, LOMA

Shalini Pavithran, CEO, Malaysian Insurance Institute (MII)

Small Group Discussions

Closing Remarks

Bosco Lau, Regional Managing Director, Asia

Our Global Team

HR Round Table Asia

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Fostering A Culture Of Continuous Learning



Carie Crane
VP, Professional Development
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Fostering a Continuous Learning Culture

HR Roundtable

October 19, 2021

Carie W. Crane, FLMI, ACS, AIAA, AIRC

Vice President, Professional Development

LIMRA, LOMA, and LL Global



Let's explore ...

- What does it mean to have a learning culture?
- Why is it important to have a culture ... especially now?
- What can organizations do to build a learning culture?

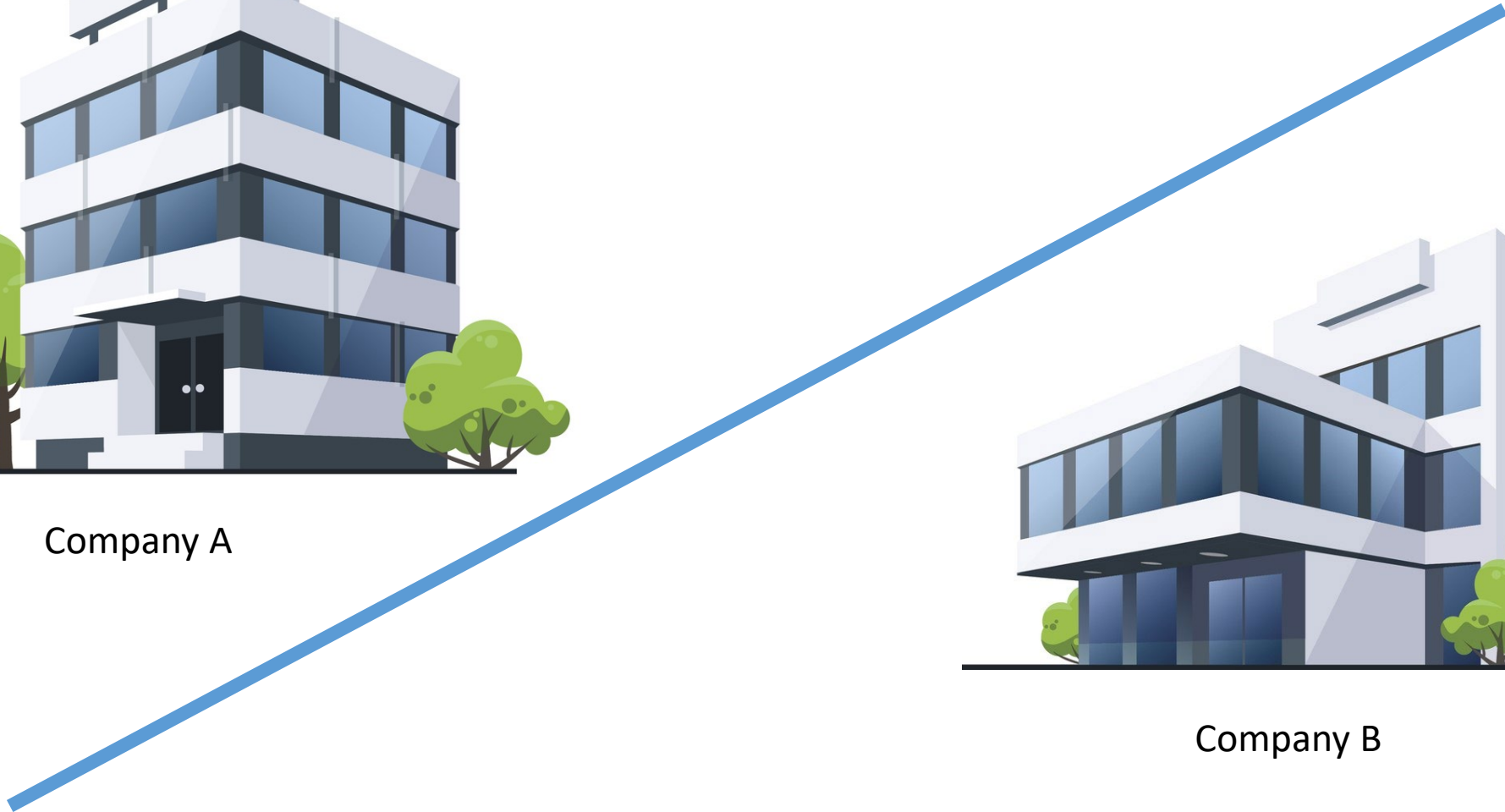
A Tale of Two Companies



Company A



Company B



Accelerating pace of change

Pandemic

New
competitors



Digital
transformation

Artificial intelligence



A Tale of Two Companies



Company A



Company B

Learning is ...

The act or process of acquiring knowledge or skill

Ways we learn:

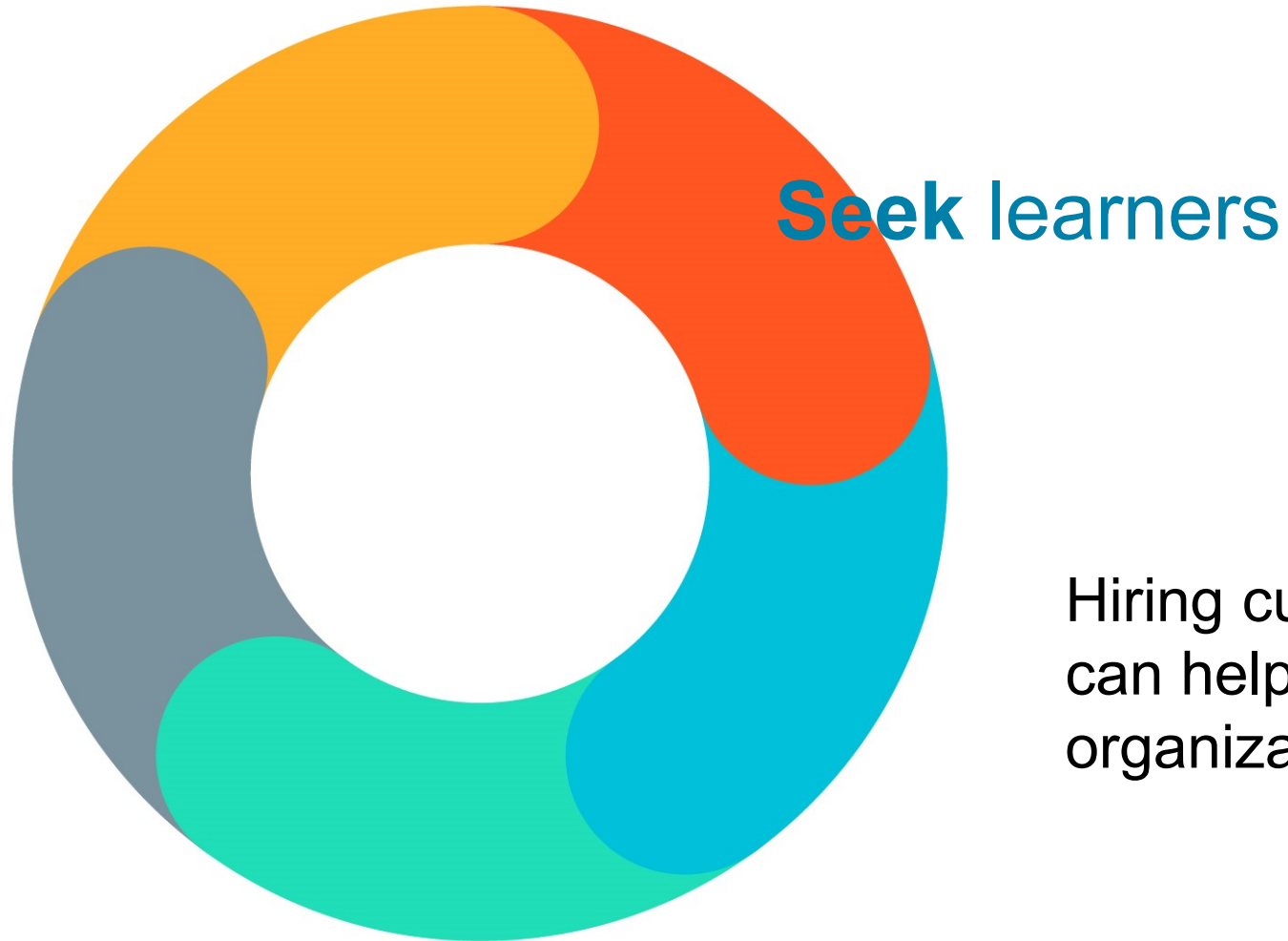
- Life experiences
- Work experiences
- Informal training
- Formal on-the-job training
- Educational opportunities
- Reading
- Researching
- Discussing ideas
- And more!





A **Continuous Learning Culture** embraces, encourages and supports the activities of learning in a way that is woven into the fabric of the organization itself

Fostering a Continuous Learning Culture



Hiring curious learners
can help propel your
organization forward.

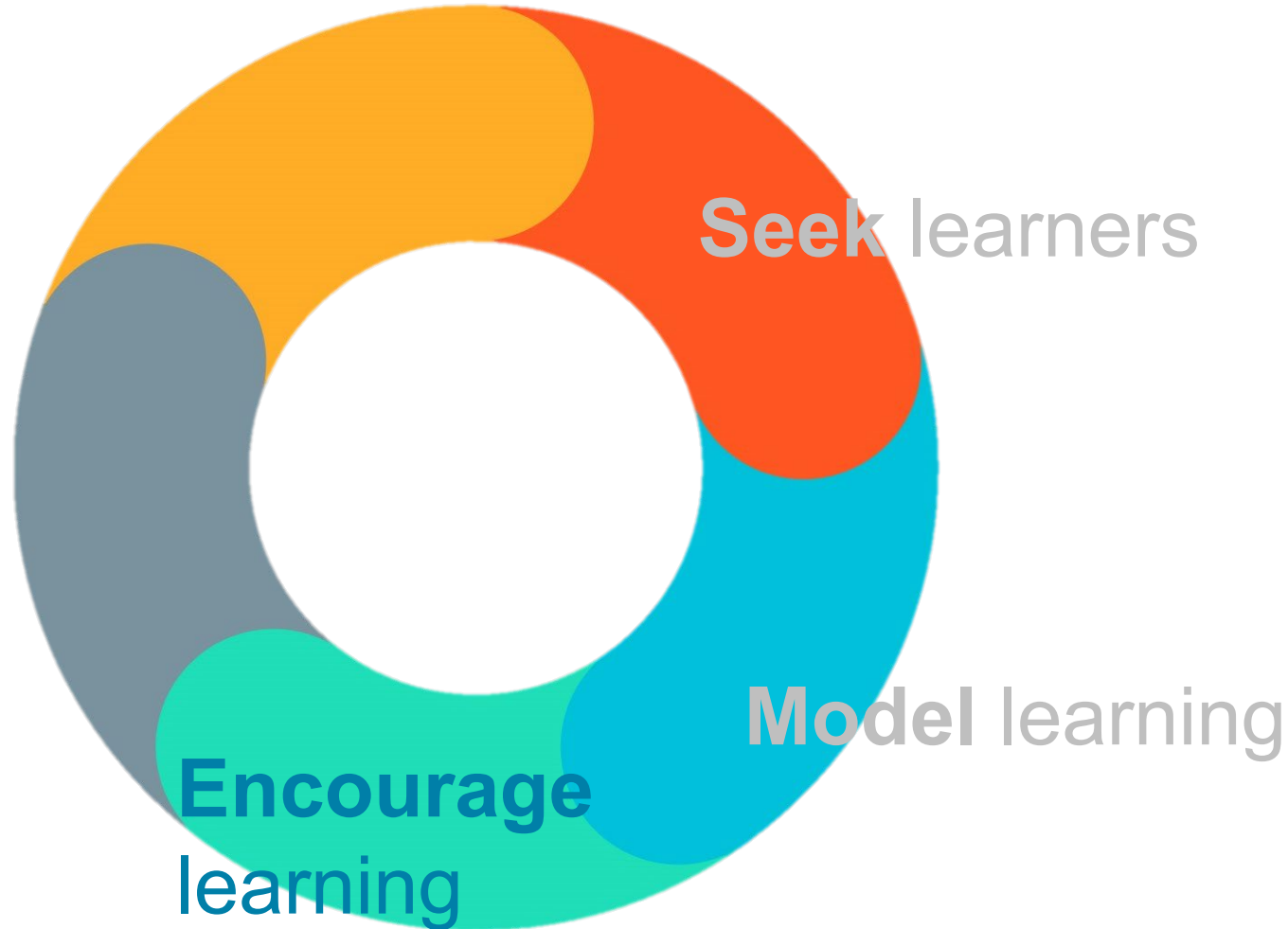
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*“Inspiring conduct
has so much more of
an impact than
coercing it.”*

--Thomas Friedman

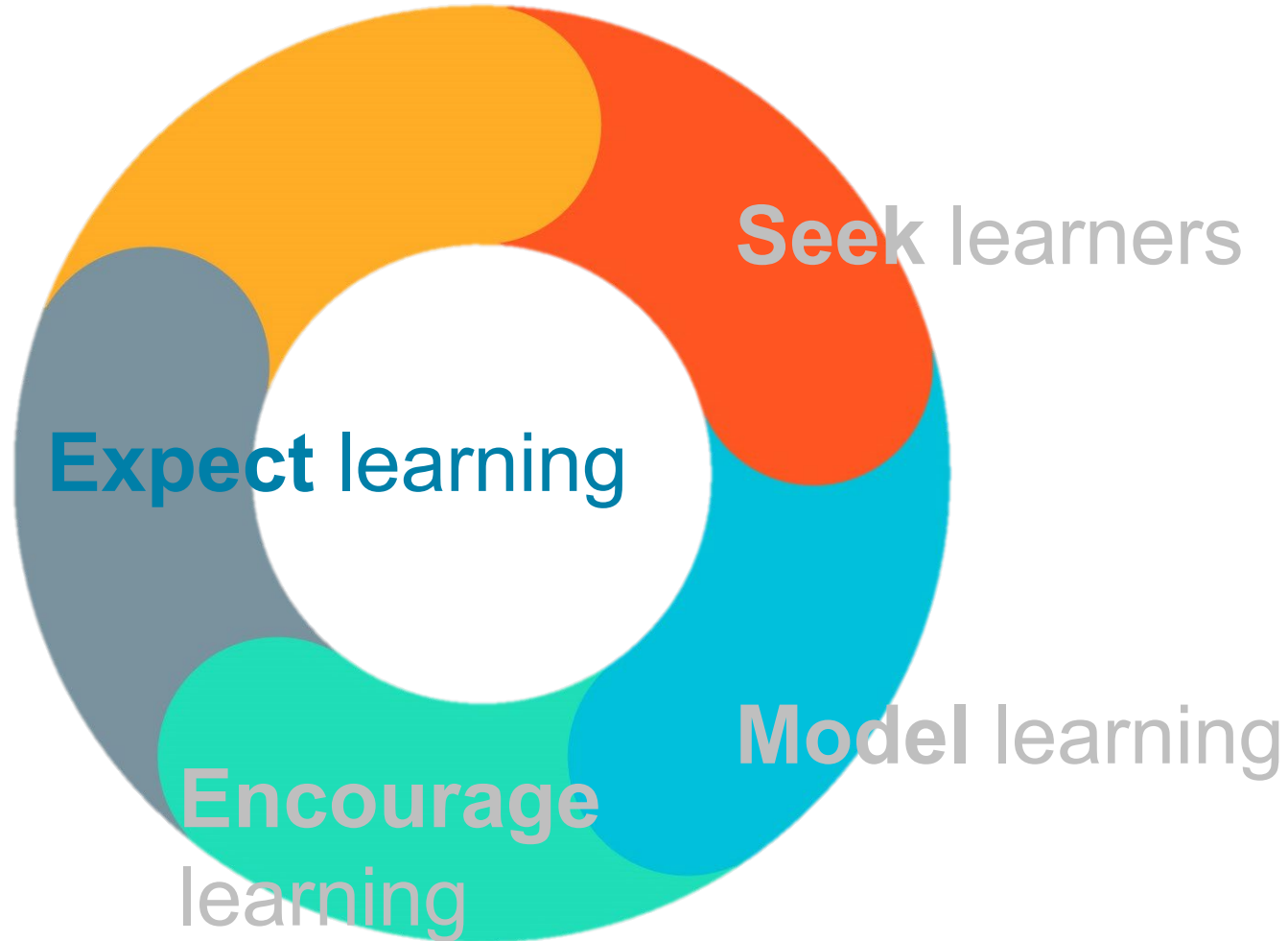
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Some ideas:

- Work jointly with employees to create and routinely review professional development plans
- Offer stretch assignments or projects to help them learn and apply new knowledge on the job
- Make formal learning opportunities available and easily accessible

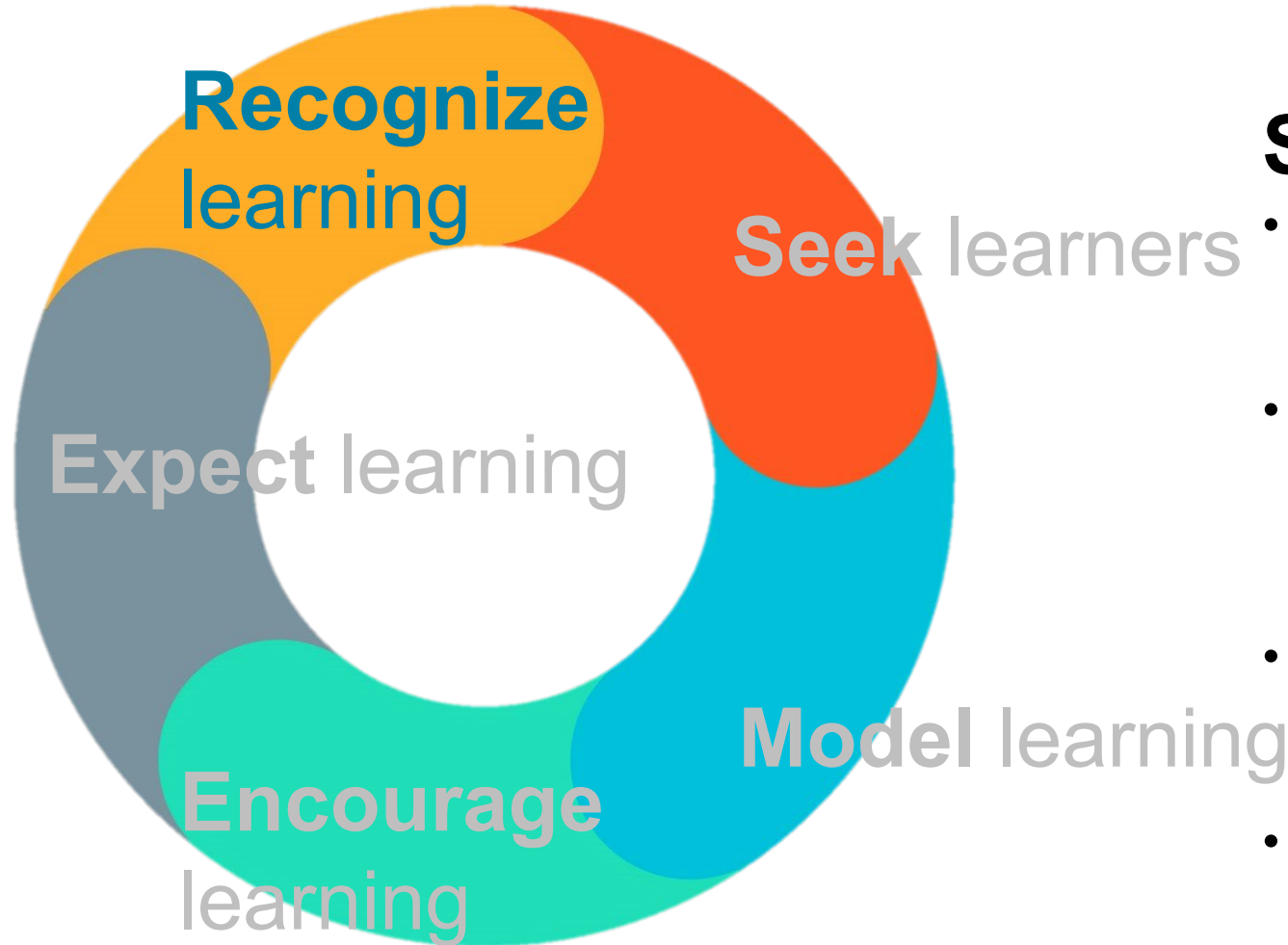
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Some ideas:

- Include learning-related objectives as part of formal performance goals
- Have regular conversations with employees about what they have learned recently and how they are applying it
- Require formal learning to ensure all employees gain foundational knowledge

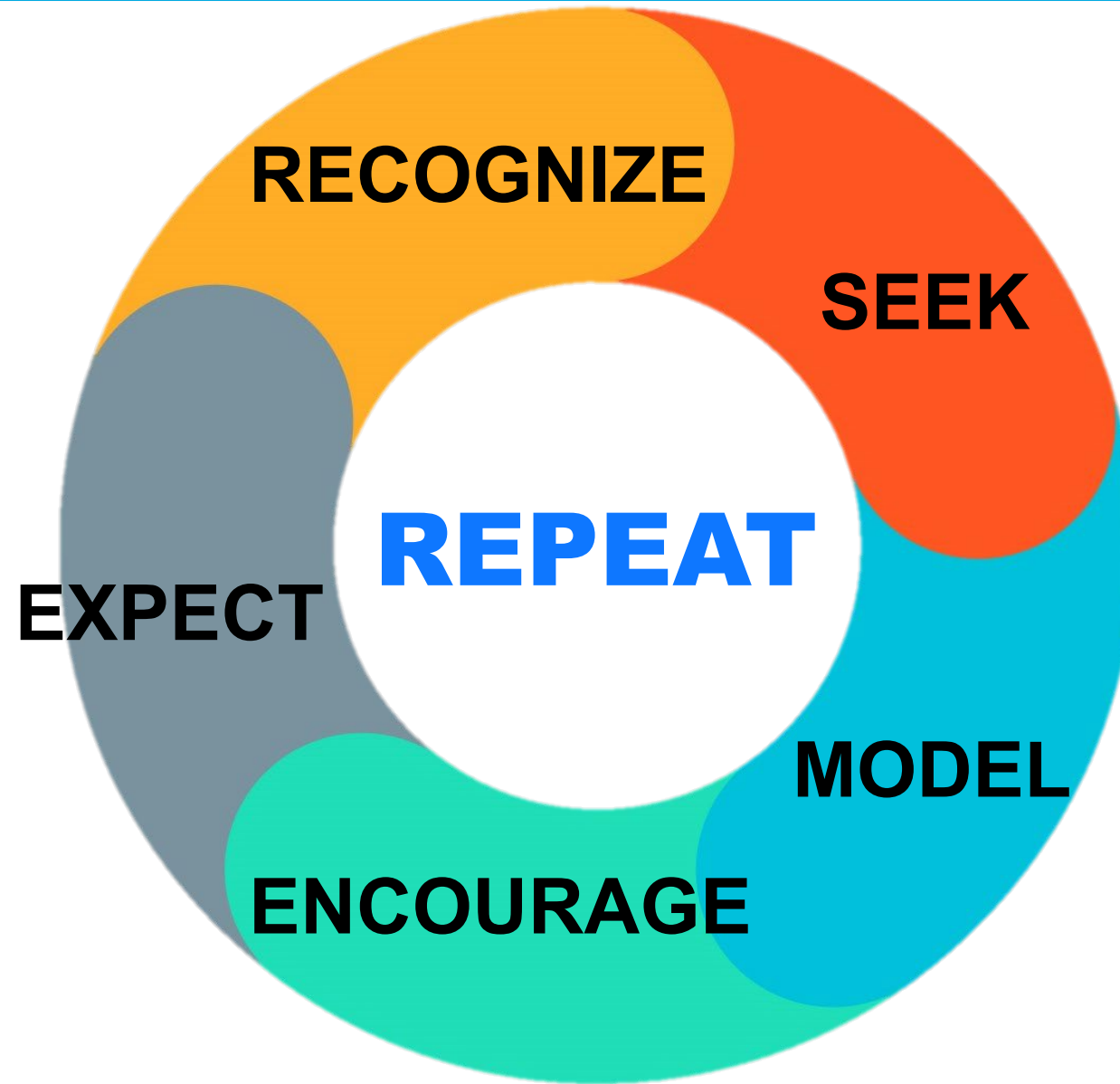
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Some ideas:

- Highlight an individual's successful learning activity in a meeting or public learning forum
- Host celebratory events for those who reach a formal learning milestone, such as a designation or certification
- Feature learning-related achievements in employee communications
- Offer financial rewards for individuals who complete a significant learning achievement

Fostering a Continuous Learning Culture



**Advancing the financial services industry
by empowering our members with
knowledge, insights, connections,
and solutions**



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Fostering A Culture Of Continuous Learning



Shalini Pavithran
CEO

Malaysian Insurance Institute (MII)

Discussion Groups

1. What practices has your organization adopted to foster a continuous learning culture? What results have you seen from your efforts?
2. Acquiring and retaining top talent is often cited as a leading challenge. What is your organization doing to retain top talent? How is learning & development factored into your strategy for employee retention and engagement?

Q & A

Questions
?
Answers
?

Bosco Lau
Regional Managing Director, Asia
LIMRA & LOMA



Building an Effective Multigenerational Workplace

27 October, 2021 • 10:00 -11:00 a.m. (Hong Kong)



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Thank you!

