LEARNING LESSONS FROM
SUCCESSION

THE
INTIME
COLLECTIVE

TEAMFLIX

IS YOUR TEAM BUILDING A LEARNING CULTURE?

A SELF-ASSESSMENT CHECKLIST ✓

The show 'Succession' offers a fascinating exploration of family, power, and business. It includes characters that mirror the complexities we encounter at work.

Amidst all the drama and intrigue, the show provides valuable insights into 3 areas: **team learning, growth, and unlearning**. Thus making it an intriguing source of inspiration for our professional journeys.

A team that prioritises learning is **more likely to improve overall performance**. It's also more likely to develop a stronger sense of collaboration and resilience.

Team learning may involve the whole team adopting agile ways of working.

Individual learning may involve team members doing a course to build project management skills.

Unlearning could be unlearning to depend on management and makes decisions faster with more creativity in solving problems.

INDIVIDUAL LEARNING

TEAM LEARNING

UNLEARNING

TEAM LEARNING

Open Communication

	YES	NO
Members are encouraged to share ideas, insights, and feedback openly without fear of judgment	◯	◯
We actively work on creating psychological safety so everyone feels comfortable sharing their feelings, thoughts, and opinions	◯	◯

Collaborative Problem-Solving

	YES	NO
The team actively comes together to tackle challenges collectively, drawing from diverse perspectives	◯	◯
We run regular brainstorming sessions or workshops that encourage creative problem-solving as a team	◯	◯

Constructive Feedback

	YES	NO
We have strong, positive practices for learning from mistakes and setbacks	◯	◯
We're good at translating lessons from setbacks into practical change	◯	◯

INDIVIDUAL LEARNING

Skill Development

	YES	NO
Team members have access to resources and opportunities to learn new skills relevant to their roles	◯	◯
We support and encourage team members to pursue professional development and training. Example: team members doing a course to build project management skills.	◯	◯

Personal Development

	YES	NO
Team members are given opportunities to explore their interests and develop personally beyond their immediate job responsibilities	◯	◯
We show we're serious about learning by protecting our training budgets	◯	◯

Learning Environment

	YES	NO
We recognise and reward learning	◯	◯
We include learning goals as well as task goals on our regular meeting agenda	◯	◯

UN LEARNING

Embracing Change

	YES	NO
We prefer to be ahead of change, rather than behind it	◯	◯
We invite outsiders to present challenging ideas to us	◯	◯

Letting Go of Assumptions

	YES	NO
Team members are encouraged to challenge their own assumptions and biases	◯	◯
We're willing to unlearn old habits or ways of thinking that may hold back progress	◯	◯

Reflecting on Lessons Learned

	YES	NO
The team makes time to reflect on past experiences, successes, and failures	◯	◯
We have a process for translating lessons from setbacks into practical change	◯	◯

SCORING ✓

Count the number of "Yes" answers for each section. If you have mostly "Yes" answers in all three areas, congratulations! Your team is building a strong learning culture.

If you have some "No" answers, identify these areas as opportunities for improvement. Work with your team to develop strategies to create a better learning culture.

Remember, building a learning culture is an **ongoing process** that requires commitment, communication, and continuous efforts from everyone in the team.

As you embark on this journey, keep in mind that a thriving learning culture will lead to **greater success and fulfillment** for your team members. And the organisation as a whole.

SUPPORT FOR LEADERS.

If you'd like support for any of these points, I'm here for you.

➤ **Book a consultation online:** theintimecollective.com

✉ **Email:** hello@theintimecollective.com

📞 **Call:** 0417 066 702