

**PRESS RELEASE 12****Development of a Positive Attitude by Employees towards  
the Transformation of Organisations into Learning Workplaces**

Starting with a favourable attitude towards the idea of a "learning in the workplace" is crucial if you want to change any organisation into a Learning Workplace. What exactly is an organisation? A team of individuals working together to achieve shared aims. Therefore, the secret to success is to foster a positive attitude towards the "Learning Workplace" concept among all members of an organisation.

In the previous stages of the "**LEARN**" project, the partners approached employers and management-level staff to engage them in the process of transforming their organisations into Learning Workplaces, as well as to spread the word about the benefits of such a working environment. The next stage of the project was twofold and **focused on employees**.

The main objective was to create **two workshops** that would, firstly, help employees develop a positive attitude towards Learning Workplaces and prepare them for the transformation process, and, secondly, empower employees through the development of their transversal skills, as a key activity for the transformation of organisations into Learning Workplaces. The transversal skills acquired through the training were also assessed with the use of an ISO-certified assessment tool.

**Workshop A: Positive Attitude towards Learning Workplaces by Employees**

The workshops related to the development of a positive attitude towards Learning Workplaces by employees brought together a diverse group of employees and education professionals. Over the course of the workshop, the participants got engaged in interactive activities and collaborative sessions focused on defining "learning in the workplace", exploring the value and benefits of transformation of workplaces into Learning Workplaces, and identifying how employees could contribute to such a transformation.

As depicted in the table below, a significant positive attitude change was observed after the workshops with approximately 100 participants from Austria, Cyprus, France, Greece, and Spain. The aggregate results from the attitude tests implemented in the 5 European countries are shown in Figure 1 and Figure 2 below. From the results, it can be seen that there was an increase in the perception of the participants regarding learning in the workplace and its positive impact on workplaces. The change

measurement on all Building Blocks of effective adult learning policies as well as on challenges addressed through workplace learning showed an increase (positive change) too without any exception.

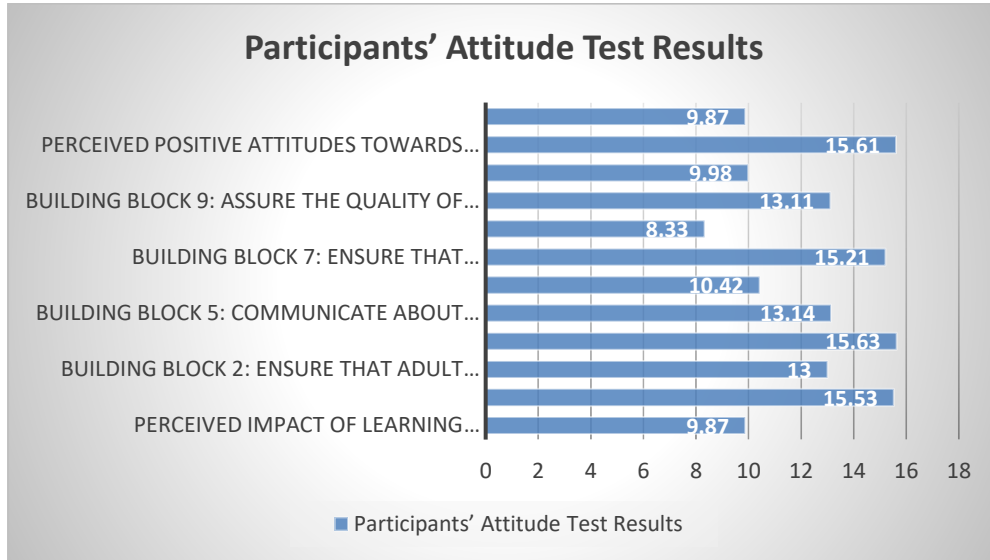


Figure 1: Average Percentage Change on Building Blocks of Adult Learning in the Workplace and Perceived Impact of Learning Workplaces

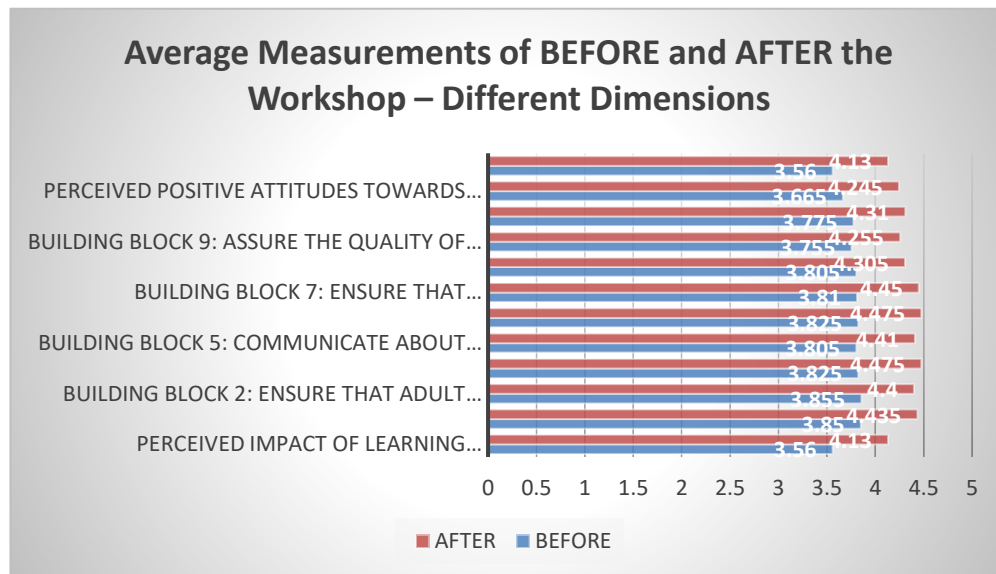


Figure 2: Average Measurements of BEFORE and AFTER the Workshop – Different Dimensions

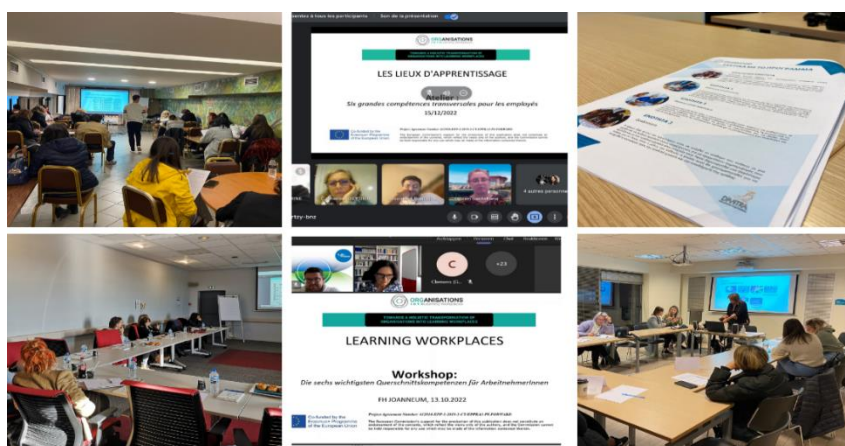
As it is evident from the participants' evaluations, the material created for the needs of this workshop was both **interesting and effective**. Despite several positive comments, the report developed on the

workshop results focused also on the weaknesses identified by the participants and the workshop trainers, such as the lack of elements related to active learning (e.g., hands-on activities, problem-solving exercises etc.) from some parts of the training content.

### **Workshop B: Six Top Transversal Skills for Employees**

The workshop “Six Top Transversal Skills for Employees” took place in the 5 European countries of the consortium through **several online and face-to-face sessions that started in October 2022 and were completed in February 2023**. The workshop had the following structure in terms of delivery of **training modules: 1) Communication, 2) Learning to Learn, 3) Team Building, 4) Resilience and Time Management, 5) Self-Leadership and Entrepreneurial Mindset, and 6) Responsibility and Ethical Practice**. In total, **107 unique participants (employees)** took part in the training sessions and the evaluation of the workshop.

The workshop participants were exposed to a large number of resources designed to improve their knowledge and skills. The workshop’s organisers carefully assembled an extensive collection of materials, which included hand-outs, videos, case studies, and interactive activities. The quantity of resources made it possible for individuals to actively participate in the training, dig deeply into a range of subjects, and examine other viewpoints. However, the sheer amount of information posed also a problem, forcing participants to efficiently manage their time, prioritise important ideas, and do things one step at a time. Despite the overwhelming quantity of materials, the workshop organisers provided directions and assistance to make sure attendees could study the material and gain insightful information from a variety of resources offered.



*Figure 3: Online and Face-to-Face Sessions with Employees*