

Waka Kotahi Learning Strategy - Sample



ZOE FREEMAN

**BECOMING A LEARNING
ORGANISATION**

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Sample content from the Waka Kotahi New Zealand Transport Agency learning strategy. Complements Learning Uncut podcast Episode 103.



"Our people are our greatest asset and through their efforts we will deliver on our vision."

(Waka Kotahi, statement of performance expectations" 2021/22).

Te whānau o Waka Kotahi | Role of Waka Kotahi



These are the roles that have responsibilities in impacting learning.

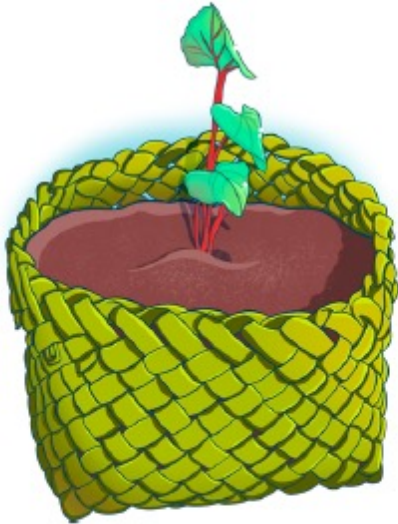
We focused on learners, teams and people leaders to understand value proposition, complete market testing and deliver a thematic analysis.

We focused on the governance and those with impact for stakeholder management, briefings and storytelling.

Our engagement style was designed to represent our strategic aims and we used the concept of 'ecosystems' to support this.

Mai i tēnei, ka tutuki koe te aha | What it means for you

The action plan will help us develop our learning ecosystem and grow towards becoming a true learning organisation that supports Waka Kotahi as individuals, as people leaders, and as high-performing teams. What will becoming a learning organisation mean?



As an individual

I am fully supported to reach my potential and achieve my goals. I am given time to learn. I recognise that learning happens every day and I enjoy sharing my own knowledge and experience with others.

In the learning ecosystem, I am a seed that is planted and cared for. I have deep roots in the organisation and can grow to reach my full potential.



As a people leader

I recognise that learning helps my people deliver our business outcomes and strengthens them to realise their personal outcomes. I show up as a people leader by supporting learning opportunities and moments every day. I foster a learning culture and my team is high-performing, supportive and makes Waka Kotahi a great place to work.

In the learning ecosystem, I am the gardener. I look after individual seeds. I also consider the needs of the whole garden and the network of plants beyond that.





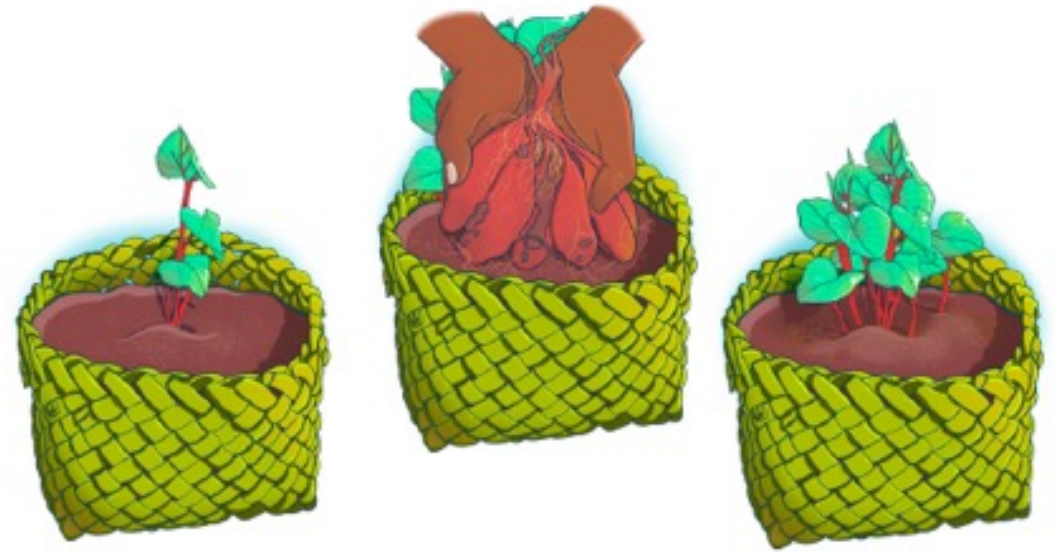
As a team

We have access to a wide range of diverse thinkers and skill sets both in our team and across the organisation. We are excited to share our successes and missteps because we know we can learn from these. We know there is space to learn every day and this helps us deliver innovative solutions, faster.

In the learning ecosystem, we are the gardens. We have different needs and produce different things but know we are part of something bigger. Some of us need special care, while others produce every year like fruit trees, but there is always something we can learn from one another.

As an organisation

Our organisation is a learning ecosystem in which our people, teams and leaders thrive, and together we can deliver the vision and goals of Waka Kotahi.



Maramataka | Time Tracking



Kōanga | Spring



Raumati | Summer



Ngahuru | Autumn



Takurua | Winter



Kōanga | Spring



R

Ō tātou Pekapeka | Our Branches

Learning culture

Everybody learns every day.

Development

Our people grow and develop through learning that is targeted & flexible.

Partnership

We partner with others to deliver excellence, and drive innovation & cost efficiency.

Technology

We drive modernisation and provide trusted insights to help Waka Kotahi achieve its outcomes.

Centre for Learning & Development

We empower Waka Kotahi by providing learning experiences that drive personal & organisational development