

HR & LEADERSHIP FOR STARTUPS

THE HR & LEADERSHIP
NEWSLETTER BY FUTURELEADS

STARTUP

STARTUPS ARE THE BEST LEARNING ORGANIZATIONS

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We all learn mostly through doing. Based on the old learning rule 10-20-80 – 80% is representing learning by doing. Some days we learn from the little things that go right or wrong, the other days we face a brand-new experience – new boss, new job, new city or country.

When it comes to retaining what we learn, **not all the experiences are equal.** The biggest lessons come through those difficult experiences, that we mostly create when we are out of our comfort zone – those experiences are usually tough, that is why they stick with us.

As we go through these experiences, we make mistakes or discover things that we didn't know and we are learning based on those experiences – the adjustments we make or things we discover – that is learning from experience. And **startups are facing new or different situations everyday that is why they are far the best learning organizations.**



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- LEARNING AGILITY
- AGILE LEARNER

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EMBRACING LEARNING AGILITY

Let's look at some elements that can help you, your organisation and your people increase learning agility and become agile learners:

1. EXPERIENCE

Experience is at the heart of learning agility because **focus on learning from experience is the most valuable approach that drives long-term career. Three aspects of our experience make this learning even more valuable – quantity, quality and diversity.** The more experience, the richness of experience and the number of new situations or stretch assignments that require different skills and knowledge, the more we can potentially learn. **Experiences with characteristics such as novelty, complexity, and high stakes offer greater opportunity for learning** than those that are familiar, straightforward, and low risk.

2. ADAPTABILITY AND VERSATILITY

As we all have our experiences, only some are able to reflect on the insights they had gained from it, apply it and as such adapt for future challenges. **Developing learning agility requires an intentional willingness to immerse yourself in new, diverse and challenging situations** – learning agile individuals see these situations as opportunities for new learning and growth – actively seeking them and embracing them.

3. CURIOSITY

Learning from experience is a highly active and ongoing process marked by curiosity and willingness to improvise and experiment. Questions like “Why?”, “How?”, and “Why Not?” are essential to gaining the insight and perspective that encourages the learning. **It is all about theory testing in real time** – start with small-scale experiments to get more clarity, information and insight and then move further.

4. CREATIVITY

Agile learners are very creative in exploring new pathways for themselves and others. They are not afraid to break the routines to avoid doing the same things over and over again, but they try and see how things might be done differently. **Learning agile people find ways to discover the new and fresh approaches to everyday situations.**

Real agile leaders are able to build on their experience, find the right opportunity, and have the courage to take action. A better solution may be well within reach, but it takes someone willing to question the status quo and invite new ideas.



There is no fits-to-all HR solution – all depends on which phase is your company at, how many employees it has, how far and how fast it plans to grow, what problems you are facing, what skills and competence you have and need, how is positioned on the market, and how it wants to be perceived and valued, both internally and externally.

One of the solutions can be to hire Strategic HR partner who can advise you as you go or you can temporarily hire an Interim HR Manager who will become part of your company for a while to not only help you map your situation and set priorities, but the manager will help you design and create proper solutions and tools based on your needs, given situation and future aspirations.

STRATEGIC/INTERIM HR MANAGER can help you in the following areas:

- Map your current situation and recommend priorities and areas where to focus on and how to best handle them step by step
- Advisory, coaching and HR mentoring for business owners, founders and managers on how to best approach and act in different HR areas and situations
- Design and develop HR processes, policies, tools and solutions for talent acquisition, onboarding and adaptation, employee training and development, performance management, remuneration and employee relations, retention and satisfaction
- Provide managers and teams support to increase the level of collaboration and employee engagement and cooperation, including training for managers and teams
- Active involvement in creating company culture, employer branding, including internal and external communication design and set up
- Create new HR team, or train and support your current HR team

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