



## Learning in the Flow of Work

# DAY 9

Part of our '12 Days of Learning' series – small ideas with BIG impact!

The best learning doesn't always happen in a classroom.

It happens **while doing the work**, at the moment it's needed — where it sticks and makes impact.



### What It Means

Bite-sized, just-in-time learning

Applying skills immediately to real tasks

Learning embedded in daily workflows

*Think of it as learning that fits around your work, not separate from it.*



### Key Benefits

**Immediate application** – Skills are practiced and retained.

**Higher engagement** – Learning feels relevant and purposeful.

**Continuous improvement** – Teams adapt and innovate faster.



### How to Make It Happen

- Use short micro-learning modules (5–10 mins).
- Pair learning with real tasks or projects.
- Encourage peer learning and knowledge sharing.
- Reflect on lessons at the end of each task or week.



### Learning Challenge

This week, pick one small task and identify **one thing you can learn while doing it**.

Apply it immediately and share the insight with a colleague.

Small steps, big impact. That's learning in the flow of work.

