



OCYF Trauma Team

Organizational Culture Trauma Tip Sheet Series

This month's Tip Sheet is a continuation of a series related to organizational cultural change. This month, we will explore strategies to encourage culture change.

Cultivating a learning culture may represent a significant organizational shift and often requires a combination of strategies to encourage and enhance data use at all staff levels. Because organizational cultures are varied and multidimensional, a single strategy may yield different results across departments, as each group may respond differently. Leaders may need to adapt their approaches when working with diverse teams within the organization.

Change is difficult. The organizations culture itself can present challenges when changes are anticipated. Leadership should proactively identify barriers to change and implement strategies that align with the existing culture while promoting positive outcomes. By leveraging familiar techniques, organizations can help minimize the disruption employees may feel during cultural transitions. Key challenges include limited access to quality data, staff buy-in, lack of capacity for data use beyond reporting requirements, insufficient understanding of data's value, and inadequate infrastructure.

Cultivating an Organizational Culture of Learning requires:

- Organizations should provide committed resources to build staff skills, information, and technology to engage in a learning culture.
- Developing an organizational learning infrastructure which involves investing in systems, processes, and assets to support data generation, collection, interpretation, and dissemination.
- As new staff are hired, organizations can use onboarding or orientation programs to demonstrate the organization's commitment to learning and help employees understand how using data can benefit their new roles.
- Expectations about routine review and data use in organizational mission or values statements and as part of employee job descriptions to signal the importance and value of this work.
- Promoting a learning culture using mentoring may ensure new employees feel empowered to learn and engage.

Strategies for Cultivating an Organizational Learning Culture



The OCYF Trauma Informed Care Webpage offers tools and access to previously released Trauma Tip Sheets and Newsletters as well as the Trauma Toolbox at [OCYF Trauma-Informed Care \(TIC\)](#) | Department of Human Services | Commonwealth of Pennsylvania