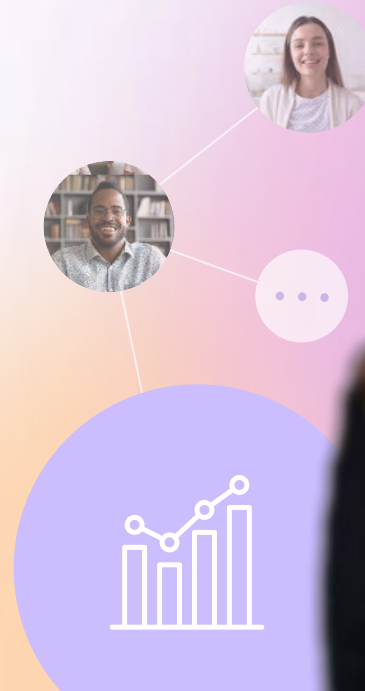




**Better Learning, Better Results:**

# **A Guide for Product and Project Team Leaders**



Consistent team learning and continuous improvement are essential for any organization keen on maintaining its ability to innovate and grow.

A recent survey of product and project leaders conducted by Shamaym found that 94% of teams have some type of formal learning process in place. But just going through the motions to “check a box” won’t cut it. Teams that fail to conduct effective learning processes could end up with flawed results, confusion about workflows and priorities, and a culture of blame and mistrust.

For such teams, learning won’t translate into a competitive advantage. Managers understand this: 73% think better processes for continuous learning and improvement are highly important.

This guide will walk product and project leaders through the key steps to overcome the most common obstacles to effective learning and will set you and your team on the right track to continuous improvement.

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# Step 1: Get in the know

As a manager, having complete visibility into what is happening in your team should be the first step toward effective learning. In our survey, 85% of managers said that gaining visibility to their team members' blockers is highly or moderately challenging.

The need for visibility should not tempt you to micromanage your team. *Instead, it would help to focus on understanding the things that matter.* Are there any bottlenecks or blockers? What are the trouble areas that are hampering delivery timelines and impairing innovation for your team?

Rather than saving learning only for the retrospective or project review meeting, we suggest an approach that better fits how most teams work: breaking learning down into palatable, actionable, bite-sized pieces. Establishing a consistent, team-wide debrief process makes it easy to capture and share challenges and lessons learned throughout the work process without overburdening team members.

With greater insight into what your team is experiencing, you'll be in a better position to ensure that you focus your learning on the right challenges and provide viable solutions to those challenges.

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## Step 2: Model collaborative learning and knowledge sharing

Let's be blunt: sharing honestly is scary. Team members are hesitant to take responsibility for errors and are perhaps too quick to own up to successes for which others deserve credit. And this affects the learning process. 61% of managers surveyed believe their learning processes would be more effective if people on their teams were more open about mistakes.

As a leader, you can encourage sharing by showing your team that you also face challenges along the way. Explain how you meet these challenges, along with how different approaches have fared. Encourage your team to share their experiences, challenges, and triumphs, and ensure that you learn together, as a team.

Ultimately, the goal is for team members to receive continuous and constructive feedback in real-time, turning every activity into a learning opportunity and enabling them to enhance their performance.

61%

of managers surveyed believe their learning processes would be more effective if people on their teams were more open about mistakes.



## Step 3: Learn from your lessons learned

Making learning actionable is often the greatest obstacle to continuous improvement. As many as three-quarters of managers say they are highly challenged by implementing their team's learning from past mistakes.

For learning to translate into action, and therefore to better results, team members need to access it at the optimal time: when it is most relevant to an upcoming task or action.

Find tools that can help you assign and track follow-up, remind you of action items and deadlines, and surface lessons that are most relevant to your work.

For instance, serving team members with automated briefs containing previous lessons related to an upcoming action will enable team members to cultivate a growth mindset from reflections and iterative improvements. Individuals need not remember what they jotted down somewhere – the software surfaces that knowledge for them. AI-powered tools of this kind have the potential to close gaps between learning and implementation.



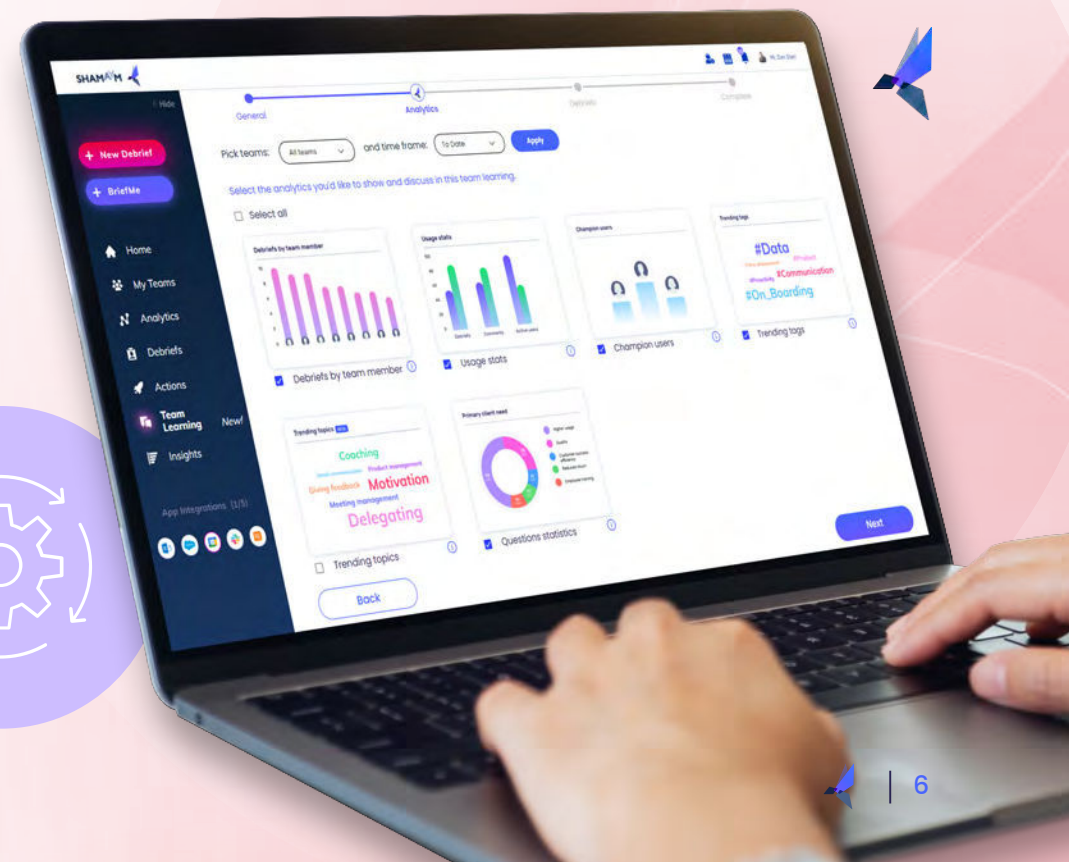
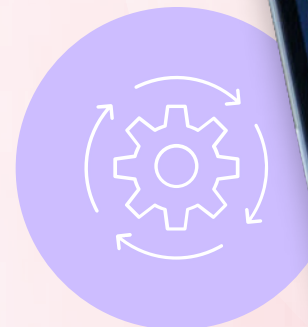
# Automate your Learning Process

Collaborative learning allows teams to learn progressively and make adjustments to their learning requirements. Efficient learning systems leverage data and insights from previous sessions to inform your team's next steps.

You'll also get to tag lessons based on topics and share them with your teammates or managers within the organization. Ideally, you'll receive the most relevant information to accelerate your entire team's learning curve.

Shamaym can help enhance your team's performance and improve your adaptation to change. Our collaborative real-time learning platform lets you capture lessons learned, share insights, and provide critical takeaways whenever you need them.

With continuous learning and improvement integrated into your day-to-day work, your product and project teams are empowered to achieve faster growth and drive higher KPIs.



# See how you can elevate your team's performance with automated learning.

[Contact Shamaym today](#) for more information!

Shamaym helps product and project teams improve their outcomes and adapt quickly to changing needs by turning day-to-day actions into learning opportunities.

Our Collaborative Real-Time Platform empowers managers and everyone on the team to instantly focus on the issues that require attention, assign and track corrective actions, and easily access shared solutions and best practices.

Shamaym works with multinational organizations that deliver cutting-edge products and services across industries.



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