

Corporate Knowledge Transfer

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Audience

Business Corporations



Asknature.org collection

How Does Nature
Teach & Learn



Context

Most corporations have training organizations that design onboarding and continuous learning programs. Yet these programs often fall short—overlooking individual needs and becoming rigid or outdated. Looking to nature offers a compelling opportunity to rethink and improve how training is designed and delivered.

Teaching & Learning Organization by Strategies

Interactions with Adults

Two-way communication

Chimpanzees in the Republic of Congo maintain a culture of complex tool use by being both proactive and reactive in teaching their young.



One-way communication

Exposure to adults as juveniles prompts Zebra Finches to build their first nests faster.



Running together, teacher rock ants lead student ants to a food source, allowing them to pause, wander, and develop first-hand



Adapt learning to environment

Learn from peers

Statistical analysis of shelling by Bottlenose Dolphins, on the other hand, indicated that an estimated 57% of individuals learned the technique through 'social transmission' from peers or older non-parent dolphins.



Learn from other species

Killer Whales use vocal learning to adopt vocalization patterns of neighboring species.



Teaching tuned to learning

Two brain regions in Zebra Finches act as "student" and "tutor" to learn songs efficiently.



Exchange Information

Join forces - for a short period of time

Slime molds can learn and share what they learn with other slime molds by joining together for a time.



Build long-life beneficial friendship

Bottlenose Dolphins share foraging strategies with their friends. Juvenile females understand that these friendships are important to develop and spend time bonding with unrelated females who share these creative foraging strategies. When females share this type of information with each other, they can boost the survival of their calves as well. Adult male dolphins spend more time socializing in groups with other males and are not involved in raising the young. This leads each sex to develop a different set of skills needed to succeed as adults.



Teaching & Learning Organization by Design Principles

Involved Training

Hands-on Training

Two-way training, which combines proactive and reactive assistance, facilitates successful learning of complex tools and programs.



Pause & Progress Training

A reciprocal dialogue between trainer and student, infused with breaks to ensure readiness, accelerates the learning process.



Collaborative Learning

Bi-directional learning: Teaching with feedback

A collaborative approach between the trainer and students, complemented by feedback loops for necessary adjustments, enhances the effectiveness of learning.



Bond & Learn

Forging lasting relationships and sharing knowledge and strategies amplifies success.



Collaborating for more than an hour enhances knowledge transfer, which persists even after the two partners part ways.



Peer to Peer Tutoring

Interactions with experienced individuals within teams/community drives innovative learning.



Learning from peers fosters innovation amidst rapid environmental shifts.



Adaptable Learning Path

Build long-life beneficial friendship

Adapting communication and training strategies to suit a new group enhances effectiveness.



Image source: asknature.org

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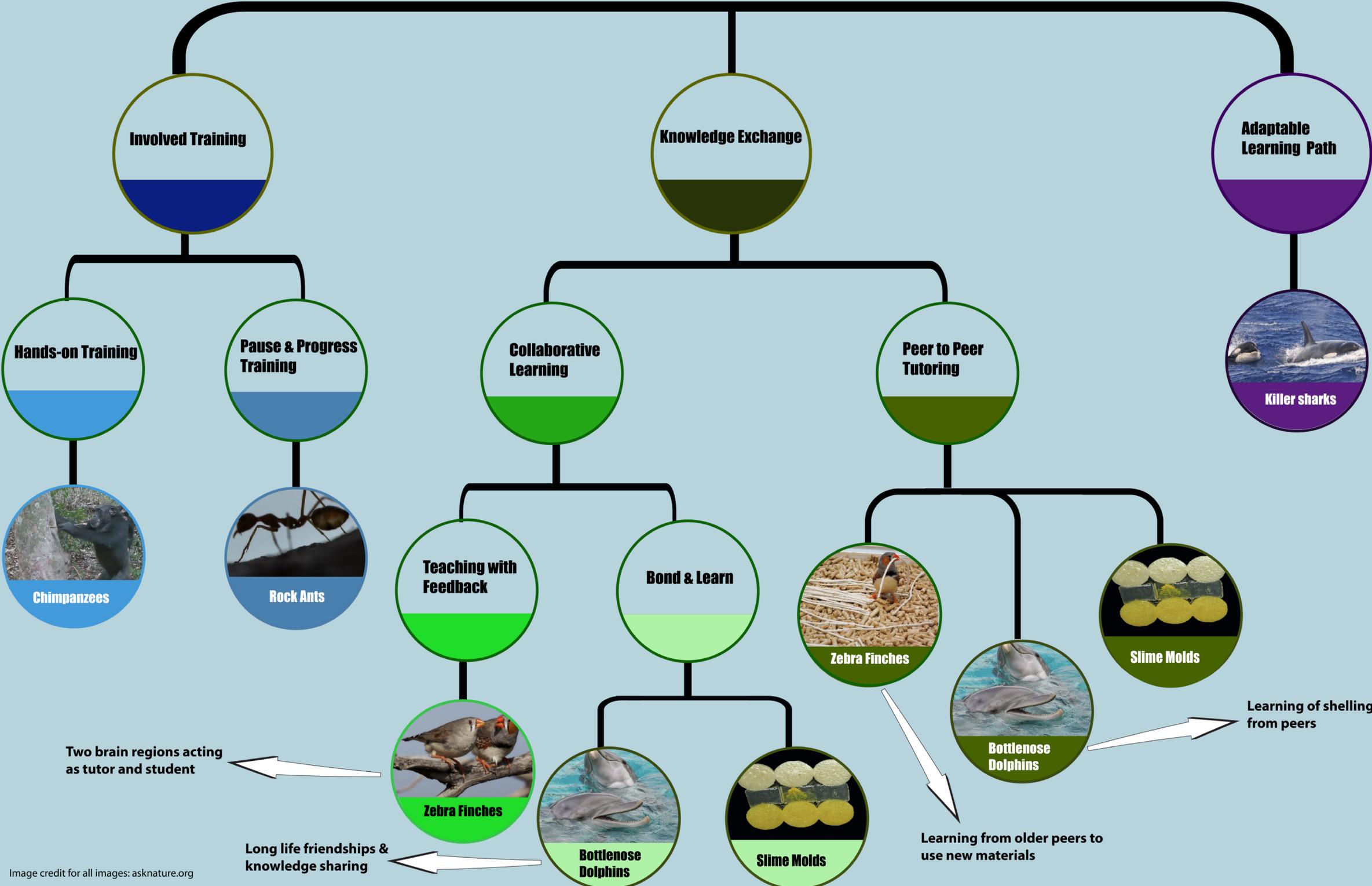


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