

Sponsor BagLunch Seminars¹

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Our society moved into the new century as a web-smart, service society. Consumers today are more educated, more demanding, and more aware of their options. This requires organizations to develop new strategies, employ new techniques, and—especially—train their people in new ways to satisfy the customers they serve.

Filling this need calls for an atmosphere of learning, learning, and more learning. Organizations that succeed in today's service-oriented world actively value, emphasize, and foster constant learning.

Given the key role managers and supervisors play in any organization, acquiring new knowledge and learning new skills, is more important to them and the organization than ever before. Continuous learning is food that fuels organizational success. Further, when managers and supervisors see top management visibly encouraging, supporting, and assisting their professional development, they see themselves as cared for by the organization. This heightens their loyalty and commitment to the organization.

Sponsoring *BagLunch Seminars* is a useful strategy for reinforcing this kind of organizational learning climate. A *BagLunch Seminar* is a one to two hour lunch meeting structured around a recent publication. Here's how it goes:

- ◆ The CEO schedules a monthly bring-your-own lunch meeting with his or her managers.
- ◆ In small organizations, the lunch meeting could involve all managers in the organization. In larger organizations, *BagLunch Seminars* could be scheduled for managers in a given department, section, or facility of the organization.



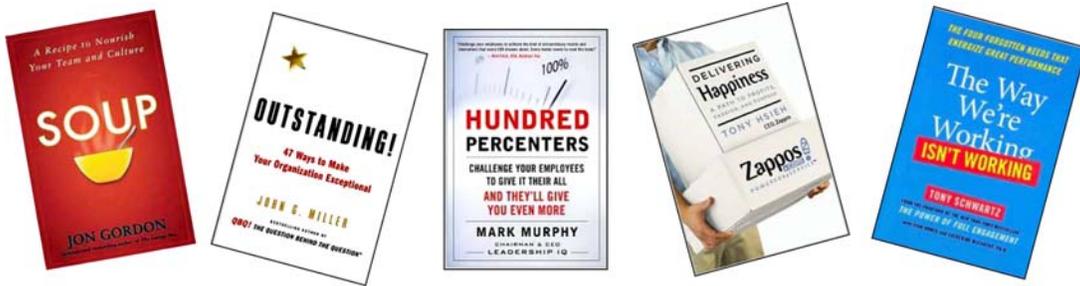
- ◆ At the first meeting, he or she brings a new book about a topic relevant to the organization, such as the recently published book shown at the left that deals with the impact of the technologically sophisticated Millennial generation on today's workplace.
- ◆ After having read the book prior to the meeting and preparing a presentation that summarizes it, the CEO delivers the presentation and facilitates a discussion among the managers, emphasizing practical applications of the book's content.

¹ From: http://www.arniedahlke.com/100630_Sponsor_BagLunch_Seminars.pdf
Please take a moment to look at Arnie's site: www.arniedahlke.com

- ◆ Before the meeting ends, the CEO picks one manager to present a summary of a book at the next meeting and gives the following instructions: “During the next week, I want you to spend a few moments in a local bookstore, looking through books on business, management, or organizational behavior. Chose a book that you think would be of interest to everyone for the next meeting and prepare a presentation for the group.
- ◆ At that next meeting, the assigned manager presents his or her summary and facilitates a discussion among the rest of the group, emphasizing practical applications of the content.
- ◆ At the end of the meeting, the another manager is designated to do the same for the subsequent meeting.

Holding *BagLunch Seminars* over a period of months reinforces a learning climate in the organization and provides many new ideas, strategies, and techniques for improving organizational functioning.

The fact is that every week, new books and articles arrive in the marketplace, filled with useful ideas, new ways to look at things, and tips and techniques to help organizations adjust to these trends.



Reinforcing a learning climate with these seminars is helpful to many new managers come up through the ranks, having learned how to manage from examples set for them by their managers, and by trial and error.

Further, moving into their new managerial roles from their own specialty areas, they learn to see their new position as a profession of its own. Like professionals in other fields, they begin to take time to keep up with new developments in the fields of management and supervision.



Periodically, especially in the early phases of the *BagLunch Seminar* program, it may be helpful to invite experts to come in and cover new materials. Such presentations will stimulate managers with fresh perspectives on a number of useful topics. They also will serve as examples to managers on how to put together their own presentations when their turn comes around. In addition, such presentations keep the *BagLunch Seminars* from becoming too routine and, ultimately, too boring

To add even more variety and stimulation to these seminars, managers could periodically meet for breakfast or even over a nice dinner at a local restaurant.

Cultivate A Learning Climate In Your Organization!

