

# LEADING SUSTAINABLE LEARNING AT WORK

In this research and development project, we produce new knowledge on the phenomenon of sustainable workplace learning. We aim to find the answers to the questions:

- 1) What does sustainable learning mean in the context of work?
- 2) How does coaching intervention for supervisors change their understanding of sustainable workplace learning and its support
- 3) What tools and methods can be used to support and promote sustainable learning at work?

The research provides knowledge on humanly and socially sustainable learning. It produces the practical model for supporting sustainable learning in workplaces.

*Sustainable learning is approached as learning practices that produce well-being and widely applicable, long-lasting knowledge for the learner or learning community.*

Contemporary working life increasingly requires competencies and abilities to solve problems. The requirements of continuous problem solving have created a paradoxical situation in which the employees are simultaneously motivated to learn and stressed over continuous learning. Thus, learning at work is not always inspiring activity for individuals but can also be exhausting. For instance, due to rapid digitization, workplace learning has been suggested to be one of the occupational health risks in the future.

The project utilizes qualitative research approach and methods of participatory action research (PAR). The data of the study consists of interviews (N=80), diaries and discussions of managers and employees from three participating organisations: hospital, technology company and police organisation.

A Coaching intervention for managers of the participating organisations will be conducted. With the help of intervention, management practices can be developed to find new ways to support learning and work.

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