

Resources for “Piecing Together a ‘Learning is a Constant’ Mentality”

It has been said, “One cannot pour from an empty glass.” In short, one must constantly replenish & stay on the cutting edge. Managers who look to build an agile, innovative and transformative business understand the concept of “constant learning.” This is important on an individual level, finding ways to refill their proverbial glass through a variety of forums like TACC provides, but also for them to take this knowledge and pour it into their employees. Relevant and consistent training not only improves, but aligns employee’s knowledge, skills, values and abilities within the company, enhancing overall comradery and performance.

After reviewing and discussing the “Piecing Together a ‘Learning is a Constant’ Mentality” paper, you may be looking for expert & real-world examples of these training tactics and ideas. This document is intended to be a one-stop resource for that – to employ within your organization this mentality of constant learning. Listed below is a numbered list of each idea presented, and corresponding resources to give you active ways to train employees and fill their glasses.

- 1. Make training resource notebooks available.**
 - [How to Create an Incredible Training Manual \(Template Included\)](#)
 - [12 Elements of a Winning Employee Training Manual Template](#)
 - [Mapping Out a Training Roadmap to Keep Employees on Course](#)
 - [4 Benefits of a Standard Operating Procedures Training Manual](#)
 - [How To Write Learning Objectives For Employee Training: A Practical Guide For Beginners](#)
- 2. Being a member of and attending a variety of association annual meetings, seminars & events.**
 - [Get Out There: 9 Reasons to Join an Industry Organization](#)
 - [4 Reasons Your Employees Should Attend Conferences](#)
 - [5 Benefits of Attending Industry Conferences](#)
 - [Top 8 Benefits of Membership in a Trade Association](#)
 - [Business and Industry Associations](#)
- 3. Employing a weekly or monthly “Training Tip” post on the company social media page, or distribute relevant training tips via email or a poster in a common space.**
 - [Effective Training Tips that Employees Will Actually Care About](#)
 - [30 Customer Service Tips \(with Examples\) to Try](#)
 - [How to Be a Better Manager: 11 Crucial Tips](#)
 - [15 Tips for New Managers](#)
 - [Most Requested Corporate Training Topics](#)
- 4. Taking online classes.**
 - [The Obvious \(and not so obvious\) Benefits of Online Employee Training](#)
 - [AgriLife Online Courses](#)
- 5. Create one or two advisory board positions on the board of director team.**
 - [Understanding the Role of Advisory Boards](#)
 - [Why Advisory Boards Are Important for Growing Businesses](#)
 - [Advisory Board Best Practices: Roles and Advice](#)
 - [What are Advisory Boards Roles and Responsibilities?](#)
 - [The Benefits Of An Advisory Board For Success](#)
- 6. Invite in outside resources (industry expert, lawyer, CPA, banker, extension specialist, consultant, etc.) to an employee meeting or board meeting.**
 - [Guest Speakers: An Employee Perk That Leverages Leadership](#)
 - [4 Benefits of Bringing in a Business Speaker](#)

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- [Good to Know: Why Companies Really Hire Consultants](#)
 - [Reaching, Teaching and Building a Better Texas: A Career as a County Extension Agent](#)
 - [How to Choose the Right Guest Speaker for Your Event](#)
7. **Attending specialized training events like director development programs.**
 - [How to Rise Above the Crowd](#)
 - [Making the Case for Director Training](#)
 - [Training for Excellence](#)
 8. **Preparing frequent “status reports” on a particular subject or department within the company.**
 - [The Importance of the Status Report](#)
 - [The Smart Art of Project Status Reporting: On Time and To the Point](#)
 - [Advantages and Disadvantages of Company Reports](#)
 - [How to Write an Effective Project Status Report](#)
 - [How To Build Project Status Reports + Template And Examples](#)
 9. **Cause at least one “out of their element” experience for each employee in the company annually.**
 - [How can you motivate your employees to step out of their comfort zone?](#)
 - [16 Reasons Why You Should Get Out Of Your Comfort Zone Now](#)
 - [How to Leave Your Comfort Zone and Enter Your ‘Growth Zone’](#)
 - [Get Out of Your Comfort Zone – Steve Harvey](#)
 - [How to Help Employees Step Out of Their Comfort Zones](#)
 10. **Conducting annual, and in some cases, more frequent employee performance evaluations.**
 - [10 Key Tips for Effective Employee Performance Reviews](#)
 - [TACC Performance Evaluation \(SAMPLE\)](#)
 - [Rio Grande Valley Sugar Growers Performance Evaluation \(SAMPLE\)](#)
 - [Understanding Performance Evaluations](#)
 - [Why Performance Feedback Should Be More Frequent Than Once a Year](#)
 11. **Attending a minimum number & variety of training schools annually by all segments within the company.**
 - [6 Key Ways Role-Based Training Benefits Your Organization](#)
 - [Creating Training Appropriate to the Role](#)
 - [TACC Meetings](#)
 12. **Encourage & allow for controlled employee participation in civic clubs & activities.**
 - [Seven Ways To Build Community Engagement And Grow Your Business](#)
 - [How to Add Value to Your Business Through Community Involvement](#)
 - [How Community Involvement Programs Can Grow Your Business](#)
 - [10 Reasons Why One Should Volunteer for an Organization](#)
 - [How to Decide Where to Volunteer](#)
 13. **Preparing economic footprints placemats.**
 - [Texas Agricultural Cooperative Council Placemat \(SAMPLE\)](#)
 - [Central Rolling Plains Co-op \(SAMPLE\)](#)
 - [Winter Garden Co-op Gin \(SAMPLE\)](#)
 14. **On-site visits by select employees and / or the board to other engaging companies providing similar products and services.**
 15. **Conducting a general, or in some cases, a targeted survey on a particular subject.**
 - [How to Develop and Conduct Employee Surveys](#)

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- [Examples on How to Conduct a Business Survey](#)
 - [Top 20 Work Culture Survey Questions and Tips](#)
 - [The Advantages of Surveys in the Workplace](#)
 - [50 Business Survey Questions for Questionnaires](#)
- 16. Developing an infographic.**
- [How to Make an Infographic in 30 Minutes \(2021 Guide\)](#)
 - [7 Tips on How to Make a Good Infographic](#)
 - [Tips on Making Effective Infographics](#)
 - [The Complete Guide to Creating Infographics](#)
- 17. Reward the reading of a management book at least annually.**
- [The Importance Of Reading Books](#)
 - [How to Read Professional Development Books: 7 Tactics You Might Not Be Using](#)
 - [15 of the Best Time Management and Productivity Books of All Time](#)
 - [25 Rewards That Great Employees Actually Love to Receive](#)
- 18. Establish a recurring internship program to discover new talent with modern insights.**
- [14 Benefits of Starting an Internship Program for Your Company](#)
 - [The Benefits of Hiring an Intern](#)
 - [Everything You Need to Know About Hiring Interns for your Small Business](#)
 - [5 Reasons You Should Hire an Intern -- and 3 Reasons You Shouldn't](#)
 - [7 ways employers benefit from internship programs, even if interns don't become full-time employees](#)
- 19. “Flag” exceptional training – related articles or quotes on occasion and use them in a mini – strategic planning fashion at board or employee meeting to flush out stimulating discussion.**
- [Harvard Business Review](#)
 - [Cooperatives Extension](#)
 - [Training Industry](#)
 - [Training Journal](#)
- 20. Develop a company directory & handbook.**
- [6 benefits of an online business directory for your business](#)
 - [How to Create an Employee Handbook for Your Small Business: The Ultimate Guide](#)
- 21. Conducting pre-harvest events to showcase company facility improvements.**
- 22. Attending the company annual meeting.**
- [3 reasons You Should Attend Annual Meetings](#)
 - [The Importance of Annual General Meeting Attendance!](#)
 - [4 Ways to Increase Attendance in Meetings](#)
- 23. Hosting day-long educational training seminars helpful to the membership... (ie. Estate planning, retirement planning, production meeting, etc.)**
- [5 Ways to Host Better Meetings](#)
 - [13 Actionable Tips for Hosting Successful Seminars](#)
 - [Your Seminar Planning Checklist: 16 Steps to Success](#)
 - [Benefits of a Webinar: Why Your Business Should Utilize Them More Often](#)
 - [10 Steps for Planning a Successful Webinar](#)
- 24. Conduct planned, and on occasion, unplanned field contacts with the membership.**
- 25. Managerially, develop a mindset within the company leadership that occasional employee turnover can be healthy and can work to keep the company “fresh.”**

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- [8 Employee Turnover Metrics you probably aren't measuring \(but should!\)](#)
 - [Good Turnover: When Staff Attrition Can Actually Be Healthy](#)
 - [5 Benefits \(Yes, Benefits\) of High Employee Turnover](#)
- 26. Hiring facilitators to host company roundtable and / or focus group discussions.**
- [Ten Reasons to Hire a Facilitator](#)
 - [13 Tips for Planning and Hosting Successful Roundtables](#)
 - [How to Conduct a Successful Focus Group Discussion](#)
 - [Why Should I Hire a Professional Moderator for My Focus Group?](#)
- 27. Making a management or business book available to every employee every so often.**
- See #17
 - [7 Books Everyone On Your Team Should Read](#)
 - [The 6 Best Business Books to Give to Your Team](#)
- 28. Registering for on-demand training video classes.**
- See #4
- 29. Subscribe to industry – leading publications and outlets such as podcasts to stay on the cutting edge of technology advancements, industry news & professional development.**
- See #19
 - [15 Podcasts Every Manager Should Listen To](#)
 - [7 of The Best Leadership Podcasts To Listen To in 2021](#)
- 30. Conducting a company strategic plan.**
- [Thinking Strategically](#)
 - [Developing Your Cooperative Strategy](#)
 - [Why Is Strategic Planning Important?](#)
 - [How To Write A Strategic Plan](#)
 - [7 Important Elements of a Strategic Plan](#)
- 31. On occasion, management invite subordinates to join them in executive-level meetings and events --- some of which could be many miles away.**

Good articles:

- [Training and Development in Organizations: What Matters, What Works](#)