How do we inculcate 'ongoing learning culture' within Design

We are intellectuals – we grow ourselves through learning and research. It is important to do our projects well, but for our own and the company's development, it is critical to be on the 'ongoing learning' path.

The leaders in design (level 2A and higher, across all design cells) should take atleast 1 day per quarter (can be split into 2-3 session of 2-3 hours each) for (any or all of) the following learning activities:

1. From our projects:
    a. Physical review of built projects
    b. Discussion with HPM on what works and what does not
    c. Meeting select customers (CC or HPM can facilitate)
    d. From these visits, frame learnings and questions. The questions should be discussed with 3 and 4 below.
2. From peers projects:
    a. Visit credible competition (SOSF and completed projects) from time to time and observe the aesthetics & planning/design + try to assess (not easy) the functional strengths and weaknesses. If we can find a contact who lives/works in the development, we can get good quality feedback.
    b. From these visits, frame learnings and questions. The questions should be discussed with 3 and 4 below.
3. From consultants and contractors:
    a. We should identify the 'smart / thoughtful' consultants and contractors (for each trade / cell) and try to build a mutual learning relationship with them.
    b. Should invite one/few of them for a meal and spend 2-3 hours discussing the trade practices and our questions (from 1 or 2) and get them to tell us what we can do better / differently.
4. From ex-Lodha associates working at credible competition:
    a. We should identify the 'smart / thoughtful' ex-Lodha associates and try to build a mutual learning relationship with them.
    b. Should invite one/few of them for a meal and spend 2-3 hours discussing our questions (from 1 or 2) and get them to tell us what we can do better / differently.

5. Learnings in ongoing projects: It is important to capture mistakes / errors as learnings by discussing the same with manager and peers. Others to learn from the same. Please refer to a shared google sheet to capture these learnings. We should consistently reflect on this sheet once in 3 months.[https://docs.google.com/spreadsheets/d/16aA2-3t8jZrf7mkEpz5NFd9Nm0Dccj9FfYwPr75RZRM/edit?usp=sharing]

All these learnings to be incorporated into our policies. Every 6 months, our Chief Design Officer (CDO) will convene a full-day learning symposium, where the best learnings and ideas will be shared with all Design associates + special invitees from Construction, Procurement, DCO and HPM. MD will also attend this symposium.

The top 3 associates who exhibit the best initiative for learning and converting it into actionable changes for Lodha will be recognized specially.