

‘Shifting Left’: Enhancing Organisational Learning Capabilities



THE CHALLENGE

Our client faced a common dilemma: learning was informal, inconsistent, and often sidelined.

They partnered with New View Safety to **flip the model—treating learning not as an afterthought, but as a driver of operational performance.**

‘Shifting left’ for our client meant formalising and strengthening exploration and transformative capabilities.

Management science calls this ‘ambidextrous learning’, whereby organisations balance fine-tuning and refinement with creative innovation and wholesale change.

We co-designed a learning framework built for dynamic complexity.

Together we re-defined learning using an ambidextrous learning model—balancing incremental improvement with radical transformation—we developed a roadmap grounded in reality and built for scale.

You can't scale what you don't define.

Our client's move toward ambidextrous learning ('shifting left') demanded a shared understanding of what learning meant, leadership playbooks, and measurable outcomes.

Learning is a way of working.

It must be embedded in daily routines, decision-making processes, and team rhythms. When learning is practical—not ceremonial—organisations become agile and adaptive.

From inconsistency and informality to an integrated learning engine

Our client is building a learning culture that is a catalyst for operational performance. If you want to unlock the full potential of your learning, partner with New View Safety and make learning your competitive edge.

