

## **ABSTRACT**

The attention toward organizational learning has increased in last twenty years according to present studies and researches. Organizations have to cope with rapidly changing world and they have to find ways how to succeed in it.

This study endeavors to find answers whether and how learning can be supported and accepted in the working environment and what can be improved to do so. Leaders are put into the centre of the interest due to their close effect on their followers.

The subject of the study is a Czech located branch of a Dutch bank. The participants of the study come from one of the department. The investigation took place in a form of structured interviews.

The results showed that leaders' behavior that was oriented toward learning could significantly influence learning of the subordinates. It was also found that transformational leadership style was applied more often than other styles of leadership by the leaders. Learning was perceived very positively by all the respondents.

The study suggests possible implications and a potential future research orientation.

### **Key words**

Leadership, leaders, workplace learning, improving learning