

Creating the Learning Organization

Watkins, Karen E.

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Shasha Hu



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The Fifth Discipline Peter M. Senge, 2006 the best selling business classic Simultaneous *Learning in Action* David A. Garvin, 2003-03-25 Most managers today understand the value of building a learning organization Their goal is to leverage knowledge and make it a key corporate asset yet they remain uncertain about how best to get started What they lack are guidelines and tools that transform abstract theory the learning organization as an ideal into hands on implementation For the first time in *Learning in Action* David Garvin helps managers make the leap from theory to proven practice Garvin argues that at the heart of organizational learning lies a set of processes that can be designed deployed and led He starts by describing the basic steps in every learning process acquiring interpreting and applying knowledge then examines the critical challenges facing managers at each of these stages and the various ways the challenges can be met Drawing on decades of scholarship and a wealth of examples from a wide range of fields Garvin next introduces three modes of learning intelligence gathering experience and experimentation and shows how each mode is most effectively deployed These approaches are brought to life in complete richly detailed case studies of learning in action at organizations such as Xerox L L Bean the U S Army and GE The book concludes with a discussion of the leadership role that senior executives must play to make learning a day to day reality in their organizations **Building the Learning Organization** Michael J.

Marquardt, 1996 Building the Learning Organization is the first practical guide to transforming your organization into one that is set up to learn even seeks out opportunities to learn and then stands ready to quickly capitalize on that information You ll be able to navigate your way through the process with the help of an easy to follow model that forms the heart of the book You ll also find incisive and fascinating case histories showcasing the successful efforts of such companies as Arthur Andersen Whirlpool National Semiconductor and Federal Express that illustrate application of the model s tenets in various economic sectors And to further facilitate the transformation to a learning organization the book presents 16 recommended action steps your company will want to consider taking There is also discussion of what it takes to maintain a learning organization over time There are evaluation forms to help you assess at what stage your company is currently at what its strengths are and where the needs are the greatest There is even a helpful glossary of common terms The Oxford

Handbook of the Learning Organization Anders Örtengren, 2019-12-12 The concept of the learning organization is one of the most popular management ideas of the last few decades Since it was conceived as an idea in its own right it has been given various definitions and meanings such that we are still faced with the question as to whether any unified understanding of what the learning organization really is can be established This Handbook offers extensive reviews of both new and traditional perspectives on the concept and provides suggestions for how the learning organization can best be defined practiced studied and developed in future research With contributions from long standing scholars in the field as well as those new to the area this book aims to bridge the gap between traditional and more critical perspectives and in doing so find

alternative features and angles to take the idea forward In addition to elaborating on and developing older definitions of the learning organization and suggesting updated and even new definitions the chapters also provide focused explorations on pertinent aspects of the learning organization such as ambidexterity gender inclusivity and systems thinking They also survey organizations that have made efforts towards becoming learning organizations how the learning organization can best be measured and studied and the universality of the idea itself Some of the questions raised in this book are answered or at least given tentative answers while other questions are left open In this way the book has the ambition to take the learning organization an important step further whilst having no intentions to take any final step instead the intention is that others will endeavour to continue where this book stops

The Fifth Discipline Fieldbook Peter Senge, Art Kleiner, 2011-03-04 This pragmatic guide shows how to create an organization of learners The stories in this book show that businesses schools agencies and even communities can undo their learning disabilities and achieve superior performance

Creating the Learning Organization Karen E. Watkins, Victoria J. Marsick, American Society for Training and Development, 1996

Outlearning the Wolves David Hutchens, 2000 *Outlearning the Wolves* 3rd Edition Surviving and Thriving in a Learning Organization Robert Fritz calls this fable a true classic that demonstrates how a good story can be one of the best sources of profound change Now available in 11 languages the book continues to find new audiences and win the hearts of those who embrace its lessons Yet it is fair to say that the central message of this deceptively simple tale is almost as radical today as it was when Pegasus first published it 10 years ago As Fritz observes it is still the rare organization that appreciates the insight that the sheep in the story discover Individual learning good as it is does not necessarily translate into organizational learning The learning must become collective That is why this book continues to be such an important resource for innovators determined to confront the wolves of complacency in their organizations by stimulating people's natural desire to creatively improve their results together

Organizational Learning in the Learning Organization, 1999 *Learning in Organizations* J. Kevin Ford, 2020-11-25 *Learning in Organizations* An Evidence Based Approach examines the variety of systematic approaches and strategies for learning and development used in the workplace through the implementation of formal training guided instruction developmental job experiences and self directed learning The hallmark of *Learning in Organizations* is an emphasis on research evidence of what is and is not known about learning and learning strategies and the translation of that evidence to guide best practices in workplace learning and development The book features evidence on learning principles new learning technologies and strategies for developing individual team and leadership capabilities The content of the chapters is enhanced by the inclusion of key learning goals for each chapter case studies chapter summaries best practice recommendations and a hands on project for use in the classroom *Learning in Organizations* provides researchers with a detailed investigation of learning practices to help drive future research For learning practitioners research evidence is translated into best practices that can be applied to enhance workplace learning and

development For undergraduate and graduate students the book provides an up to date review of the key concepts and ways of thinking about and studying learning in the workplace *Organizational Learning and the Learning Organization* Mark Easterby-Smith, Luis Araujo, John Burgoyne, 1999-06-22 The introduction chapter by Mark Easterby Smith and Luis Araujo introduces the reader to the unresolved issues with which the field is still grappling today All in all this is an interesting and useful book for both researcher and manager alike First and perhaps most importantly the book incorporates multiple perspectives on learning the psychological sociological and the philosophical Second the book is neither purely theory driven nor purely empirically driven Theoretical contributions are complemented by empirical studies which help to illustrate the application of the theoretical constructs I suspect that this would be of immense value to the practicing manager Finally the book provides a critical commentary on the state of the field in a nice compact way which should enhance its value to scholars in this area a book which is both useful and interesting Organisational Studies Most importantly the book incorporates multiple perspectives on learning the psychological sociological and the philosophical provides a critical commentary on the state of the field in a nice compact way which should enhance its value to scholars Organization Studies A valuable resource for academics and practitioners in management and corporate strategy as well as those involved in management training and development European Foundation for Management Development This is a particularly interesting and useful work because it combines some chapters which deal primarily in concepts or indeed theories and others which describe the experiences of trying to carry out the practices involved in creating both either organisational learning and or the learning organisation Industrial and Commercial Training The editors overall assessment is that there has been insufficient dialogue between the two camps of action research and theorizing As a contribution to mapping this divided house the text is an apt illustration of these problems The editor s overview is of interest Stephen Gibb University of Strathclyde MCB University Press The debates surrounding concepts of organizational learning and the learning organization receive a welcome synthesis in this book International experts explore the links between the two fields of enquiry which hitherto despite their intersecting concerns have represented separate constituencies literatures and perspectives The book provides a much needed integrated framework of concepts and theories which draws on current insights from management cognition theories of knowledge and learning management practice and work psychology

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