

Creating the Learning Organization

Watkins, Karen E.

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The Learning Organization Paperback

Luca Iandoli



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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 Peter M. Senge, 2006 the best selling business classic Simultaneous

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

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

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

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

Creating the Learning Organization Karen E. Watkins, 1996-01-01 **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 s 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 s 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 **Organizational Learning and the Learning Organization** Mark Easterby-Smith, Luis Araujo, John Burgoyne, 1999-04-28 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 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 Inte **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 *Creating a Learning Organization*

,2005-11-01 The Learning Organization Richard Pettinger,2002-04-03 Fast track route to understanding the opportunities and consequences of engaging in organization and individual development as a core business strategy Covers the key areas of investment appraisal analysis implementation and evaluation and relates the total approach to long term business and organization viability Examples and lessons from some of the world s most successful businesses including P O Cross Channel Ferries Patagonia Inc Sanyo and Semco and ideas from the smartest thinkers including Chris Argyris Peter Senge and Geert Hofstede Includes a glossary of key concepts and a comprehensive resources guide **The Fifth Discipline Fieldbook** Art Kleiner,1994 **The Fifth Discipline** ,2017 *Learning Organizations* Ariane Berthoin Antal,Peter Meusburger,Laura Suarsana,2013-11-19 This book is designed to extend the field of organizational learning in several ways The contributors from three continents bring different perspectives on processes and outcomes of knowledge creation and sharing in and between organizations in diverse contexts They use approaches and concepts from numerous disciplines including the arts economics geography organizational studies psychology and sociology The contributions enrich the spatial turn in organization studies by offering fresh insights for researchers who seek to attend to the contextual dimensions of the phenomena they are studying They provide examples of organizational places and spaces that have not yet received sufficient attention as diverse as temporary international organizations and computer screens The Learning Organization, and the Need for Directors who Think Bob Garratt,1994 *Becoming a Learning Organization* ,2000

Organizational Cognition and Learning Luca Iandoli,2008 This book presents a theory of learning based on a model of organizational memory explaining organizational processes and dynamics through which organizational memory is built and updated It provides a methodology and tools to elicit and map organizational memory contents examples of applications implications for practice and a research agenda for the development of systems for learning organizations Provided by publisher **Old Organization, New Tricks** Shannon Graves,Richard Hoefer,2013-09-16 Congratulations on your purchase of this guidebook to your organization s future Welcome to a future where your colleagues your board and your

organization itself approach each day as an opportunity to get better to improve and to learn This book while short and easy to understand will be your step by step companion on an exciting journey to becoming a learning organization In these pages you will find information on five locks that prevent progress in many organizations These locks keep you your staff and your organization from maximizing your potential Perhaps you recognize some of these in your agency and hate the way they are holding you back Nothing EVER changes Everything is always about the short term The new people we hire are smart but don't get us very well It's IMPOSSIBLE to get support for new ways of doing things Everyone is busy doing their OWN thing and we never know what that is If you experience any of these nagging and demoralizing issues on the job this book Old Organizations New Tricks will help you unlock potential you didn't know was there The Five Keys you'll read about will lead you to Examine the present imagine the future and move forward See both the forest and the trees so you can thrive Make choices now to reap large benefits later Hire people who will fit in contribute and stay around because they love working in your organization Ensure growth opportunities to build a better team Uncover and update operating practices that have outlived their usefulness Use generative dialogue to uncover faulty decisions before you lose time money staff and community support Guide mold and cultivate a shared vision of excellence Implement the lessons you and your staff members have learned from experiences in your organization And much more Perhaps you know of a learning organization one which is innovative and adaptable It takes risks and sometimes makes mistakes But it sees each challenge as an opportunity to learn something important As a result it keeps getting better and better This is a special type of organization where people continually expand their capacity to create the results they truly desire where new and expansive patterns of thinking are nurtured where collective aspiration is set free and where people are continually learning to see the whole together These are the words of Peter Senge 1990 p 3 who first coined the term learning organization and inspired tens of thousands of questions and answers about what it means for organizations to learn and exactly how we can help them to do so This short report is also inspired by Senge's ideas and it draws on the work of many others who have written about and studied this curious phenomenon before and after him This report simplifies some basic characteristics of learning organizations and suggests practical exercises that you can implement right away in order to start leading your organization down a new path a path that is not without potholes or forks in the road but which nonetheless moves onward and upward to higher ground In this way you can soon be the leader of an organization that never stops learning but is continually committed to growth You can unlock the potential of your organization to improve and grow by using the five keys presented here As a review here are those five keys to leading a powerful learning organization Key 1 Expand your Horizons Key 2 Invest in People Key 3 Retire Outdated Paradigms Key 4 Cultivate a Shared Vision Key 5 Tap In to the Collective Be sure to look carefully for CAN DO's other information products You owe it to yourself to sign up on the email list to receive notifications on the latest products that will help you lead a better organization Go to www.uta.edu/can-do to sign up now When you do this you'll gain access to

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