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THE *Smarter* ORGANIZATION

How to Build a
Business That Learns
and Adapts to
Marketplace Needs

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John W. Slocum, Jr.

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David L. Bradford, W. Warner Burke



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The Smarter Organization Michael E. McGill, John W. Slocum, 1994-10-07 In *The Smarter Organization* based on years of hands on work with some of the world's most successful corporations McGill and Slocum will show you how to make the idea of the learning organization become a practical reality in your company Drawing upon real life examples from over 175 companies this book reveals what makes for a learning organization and how you can make your company smarter You will learn how to create a learning culture how to craft a learning strategy how to design structures and systems that promote learning how to motivate a work force through learning and how to lead a learning organization *The New Faces of Organizations in the 21st Century* Mohammad Ali Sarlak, 2010

Knowledge Management Handbook Jay Liebowitz, 1999-02-25 Many organizations are now realizing that their competitive edge lies mostly in the brainpower the intellectual capital of their employees and management To stay ahead of the pack companies must leverage their knowledge internally and externally But it is not enough to develop lessons learned databases Experts now believe the current savior of organizations is knowledge management the conceptualization review consolidation and action phases of creating securing combining coordinating and retrieving knowledge in short the process of creating value from an organization's intangible assets Jay Liebowitz one of the leading knowledge management and expert systems authorities in the world brings together over thirty articles contributed by the top researchers and practitioners to produce what seems destined to become the key reference for this emerging field With it you will find How to create a knowledge sharing environment How senior executives can show tangible benefits using methods that value the intellectual capital especially the human capital within the organization How knowledge management is not the same as information management How senior management commitment and involvement are essential to the success of a knowledge management system

Corporate DNA Arnold Kransdorff, 2017-05-15 For more than half a century the developed world has been chasing productivity It's financed our wealth but that part of output on which our continued prosperity depends productivity growth is petering out The traditional scapegoat has been the dearth of worker skills But the worker skills base has never been higher The other explanation is that it is managers who are not giving full value to their employers The way they're making decisions is conferring virtually no upside potential which means they're leaving us wide open for experience poor competitors to step into our experience rich shoes Exactly as Japan did in the 1960s and the so called BRICK countries Brazil Russia India China especially China and Korea are threatening now If creeping uncompetitiveness is not to overtake us from where are the next round of productivity gains to come from Identifying some gaping holes in the way managers are taught to manage this book outlines both the size of the problem and a solution Businesses and other organizations the author says have to substantially raise the quality of their decision making For this to happen they need to be much better experiential learners And for experiential learning to take place companies and other institutions have to better manage their corporate DNA the institution specific experiences

otherwise known as Organizational Memory OM which characterizes any organization's ability to perform is the single biggest influence on decision making excellence It is a factor of production that has already been paid for at great expense yet is readily discarded in the backwash of the biggest change in workplace practice for more than a century the actively encouraged flexible labour market Corporate DNA explains why this key component of intellectual capital should be better managed can be better managed and particularly how it can be used to help organizations reduce the pandemic of repeated mistakes rei Knowledge Organizations Jay Liebowitz, Thomas J. Beckman, 2020-09-10 For knowledge management to be successful the corporate culture needs to be adapted to encourage the creation sharing and distribution of knowledge within the organization Knowledge Organizations What Every Manager Should Know provides insight into how organizations can best accomplish this goal Liebowitz and Beckman provide the information companies need for evaluating and planning the steps and processes that will transform their existing organization infrastructure into a knowledge based organization This easy to read guide includes many vignettes examples and short cases of organizations involved in knowledge management

Building Organizational Intelligence Jay Liebowitz, 2019-08-16 Sharing knowledge is power If ever there were a field to which this applies it is the knowledge management industry And in today's highly competitive fast paced business world corporations businesses and organizations in both the public and private sectors are constantly searching for new cutting edge methods and techniques for creating storing capturing managing organizing distributing combining and retrieving knowledge But the task of accomplishing such functions is not as simple as it sounds Jay Liebowitz's Building Organizational Intelligence A Knowledge Management Primer gives executives managers systems analysts and other knowledge management professionals the competitive edge they need in achieving that task In a concise and easy to read format the book describes the concepts techniques methodologies and tools associated with those functions and includes mini case studies and vignettes of how industry is developing and applying these functions towards building organizational intelligence What's more the book is packaged with a limited functionality version of WisdomBuilder the first in a family of knowledge management tools that provide a fully integrated solution to the information management and analysis dilemma Able to run under Windows 95 98 and NT WisdomBuilder solves the information overload problem by reducing the time and cost of extracting information and other research knowledge from disorganized repositories of heterogeneous data **The Knowledge Entrepreneur** Colin Coulson-Thomas, 2003 This unique book puts a whole new spin on knowledge management Rather than re stating the importance of the knowledge economy or detailing methods of knowledge management or acquisition it explores how businesses can exploit their knowledge and information focusing on the entrepreneurial opportunities that intellectual capital provides *Reengineering the Training Function* Donald Shandler, 2024-11-01 If you have questions about how to meet the demands of the new economy corporate and organizational agendas and the changing workplace you will find the answers in this well written and concise book Reengineering the Training Function provides a

plan of action rich in strategies and tactics full of specific guidelines and tools that can be put to use immediately Learn how successful business reengineering and training practices parallel the reengineering of business processes Any business that wants to remain competitive in a global marketplace will find this book relevant Put these guidelines to work immediately to conduct a strategic training audit prior to initiating any reengineering process You can change the process of training and control the new continuous learning organization with Reengineering the Training Function Information Management for the Intelligent Organization Chun Wei Choo,2002 Information is the organisation s strategic resource yet much of the information that an organisation receives is nuance and innuendo more of a potential than a prescription for action This book will help you gain an understanding of how an organisation may manage its information processes more effectively in order to increase its capacity to learn and adapt **Reinventing Organization Development** David L. Bradford,W. Warner Burke,2005-09-09 Praise for Reinventing Organization Development A hard hitting yet hopeful look at a field concerned with renewal that is in need of renewal itself This book is full of intelligent questions provocative appraisals and prescriptions for action that they serve Rosabeth Moss Kanter chaired professor Harvard Business School author Confidence How Winning Streaks and Losing Streaks Begin and End Wise invaluable advice that the field and its practitioners should heed if the field of OD is to take its rightful place as an applied behavioral science that can make a difference in the economic and human affairs of organizations Michael Beer professor emeritus Harvard Business School chairman Center for Organizational Fitness Few disciplines in decline have subjected themselves to so profound a self evaluation It should lead to a rejuvenation of the field Whether or not it does there is a great deal to learn here about organizations and relevant professional practice Russell Ackoff professor emeritus Wharton School University of Pennsylvania Two of the leaders of the field of OD have collaborated to present us with a compelling and controversial state of the art Len Schlesinger vice chairman and chief operating officer Limited Brands The book challenges OD consultants to think broadly about their organizational roles and to assert their rightful place in organizations Jean M Bartunek Robert A and Evelyn J Ferris Chair Professor of Organization Studies Boston College

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