

Learning Organizations Software

Klaus-Dieter Althoff,Raimund L. Feldmann,Wolfgang

Müller

Advances in Learning Software Organizations Scott

Henninger, Frank Maurer, 2003-11-26 The theme of the 4th International Workshop on Learning Software Organizations (LSO 2002) was “Balancing Agile Processes and Long-Term Learning in Software Organizations.” The LSO Workshop series focuses on technical, organizational, and social solutions to problems of learning from past experiences and codifying the resulting best practices so they can be systematically used in subsequent software development efforts. Through paper presentations, panels, and discussions, the workshop explored the issues of managing knowledge in dynamic domains requiring significant differences between organizations and between projects. Challenges discussed ranged from realistic assumptions on the added documentation burden LSO techniques may require to how effectively repositories have been used in the past to the team and social issues involved in applying solutions created by others. Experience-based approaches were discussed extensively and some reports of initial successes were given along with some instances where the experience base was underutilized. Enabling organizational learning involves more than repositories, search engines, and

training. At its core, it involves creating new work practices that value current practices while searching for improvements. The issues involved are both technical and behavioral, as effective technology may entice utilization, but experience has shown that other factors weigh in just as heavily. There are currently no profound or final answers on these questions, nor are they expected for some time to come, if at all. Hence the need for continued research into these difficult issues. This workshop, and others to follow hope to begin to shed light on the issues so an effective and fruitful dialog can begin that can lead to significant contributions to the software engineering and knowledge management fields, amongst others.

Modeling for Learning Organizations John Douglas William Morecroft, 1994 In this book leading systems dynamics articulate the latest thinking and practices on how modeling can support learning in the management environment. It includes discussions on teamwork, a number of case studies and a review of current computer simulation software packages

Leading the Learning Function MJ Hall, Laleh Patel, 2020-06-16
Leaders as Learners, Learners as Leaders Drawing upon firsthand experiences and insights from senior practitioners, Leading the

Learning Function: Tools and Techniques for Organizational Impact offers best practices, tools, techniques, and processes that successful business leaders use to develop, build, and implement their personal leadership skill sets. The ATD Forum—a consortium for senior talent and learning practitioners to connect, collaborate, and share knowledge, best practices, and company experiences—sought to extend those accruing benefits more broadly in the profession to current and aspiring learning leaders and talent practitioners. In this book, Forum managers and book editors MJ Hall and Laleh Patel and Forum members set out to document the work learning leaders do to help themselves and others build organizational capabilities and successful results. In 26 chapters, Forum contributors—leaders in their respective organizations—offer insights and lessons about setting direction, managing processes, leading and developing people, making an impact, collaborating with stakeholders, using technology for learning, and innovating. Growing leadership skills is a lifelong journey; gaining a portfolio of techniques others have used successfully to solve similar business challenges can provide an edge in your role as a business advisor. Leading the Learning Function is just that portfolio.

The Fifth Discipline Fieldbook Art Kleiner, 1994 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.

Advances in Learning Software Organizations Klaus-Dieter Althoff, Raimund L. Feldmann, Wolfgang Müller, 2003-06-30 The importance of production and use of high quality software is still growing, as more and more businesses depend on information technology. Well educated, highly skilled, and experienced employees characterize the situation in most companies in the developed countries. Increasingly they work together in temporary networks with geographically distributed offices. Using and developing their knowledge is a key issue in gaining competitive advantages. We have learned during recent years that the exchange and development of knowledge (which we call learning) demands a great deal of human interaction. However, it is widely recognized that information systems will, in many cases, enable the sharing of experience across distributed organizations and act as a knowledge repository. A Learning Software Organization (LSO) will turn Intellectual Capital into market shares and profit, as it

establishes the means to manage its knowledge. The LSO workshop series was created in 1999 to provide a communication forum that addresses the questions of organizational learning from a software point of view and builds upon existing work on Knowledge Management and Organizational Learning. It aims at bringing together practitioners and researchers for an open exchange of experience with successes and failures in organizational learning. Right from the beginning, fostering interdisciplinary approaches and providing an opportunity to learn about new ideas has been a central issue of the workshop series. The feedback that we have obtained in recent years has encouraged us to continue our work for a better understanding of the setup and running of Learning Software Organizations.

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effective and fruitful dialog can begin that can lead to significant contributions to the software engineering and knowledge management fields, amongst others.

Modeling for Learning Organizations John D.W. Morecroft, John D. Sterman, 2000-10-05 Conventional wisdom says that we can learn from our errors, but errors in the business world can be prohibitively costly. To truly understand how complex business organizations function requires different tools than most managers have been given. Yet managers need methods to understand how their organization works in order to test policies, discover flaws in thinking, and find the hidden leverage points within the complex systems they manage. Through a system simulation, the dynamics of the whole system, not just the individual parts, becomes apparent. The outcome of current and future situations becomes possible to predict and with this information, managers can focus on the changes that need to be made. The distinguished contributors to Modeling for Learning Organizations include Jay W. Forrester, Peter Senge, and Arie De Geus. You will learn about leading applications such as: Shell's work on modeling the oil producers. The Management Flight Simulator, a computer-based case learning environment pioneered by John Sterman and others

at MIT The landmark Claims Learning Laboratory at Hanover Insurancecompanies. For managers, professionals, academicians, and everyone who recognizes the profound implications of modeling, this book is an excellent resource. It offers a broad understanding of the modeling process, discusses a multitude of case studies, and provides a review of the most recent simulation software.

Advances in Learning Software Organizations Klaus-Dieter Althoff,Raimund L. Feldmann,Wolfgang Müller,2003-06-30 The importance of production and use of high quality software is still growing, as more and more businesses depend on information technology. Well educated, highly skilled, and experienced employees characterize the situation in most companies in the developed countries. Increasingly they work together in temporary networks with geographically distributed offices. Using and developing their knowledge is a key issue in gaining competitive advantages. We have learned during recent years that the exchange and development of knowledge (which we call learning) demands a great deal of human interaction. However, it is widely recognized that information systems will, in many cases, enable the sharing of experience across distributed organizations and act as a

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Information Technology and Organizational Learning Arthur M. Langer, 2017-10-17 Focusing on the critical role IT plays in organizational development, the book shows how to employ action learning to improve the competitiveness of an organization. Defining the current IT problem from an operational and strategic perspective, it presents a collection of case studies that illustrate

key learning issues. It details a dynamic model for effective IT management through adaptive learning techniques—supplying proven educational theories and practices to foster the required changes in your staff. It examines existing organizational learning theories and the historical problems that occurred with companies that have used them, as well as those that have failed to use them.

Leading for Learning Phillip C. Schlechty, 2011-01-11 *Leading for Learning* Written by acclaimed school reform advocate Phillip C. Schlechty, *Leading for Learning* offers educators the framework, tools, and processes they need to transform their schools from bureaucracies into dynamic learning organizations. Schlechty explains how to move beyond some of the deeply ingrained and negative conceptions of schooling that guide so much of their practice. He shows educators how they can take advantage of new learning technologies by increasing their organization's capacity to support continuous innovation. Clearly not for the fainthearted, Schlechty's engrossing appraisal of American education calls for a bold, truly fundamental transformation of how we run our public schools. Some books are thought-provoking; this one is action-provoking. —W. JAMES POPHAM, professor emeritus, UCLA Dr. Schlechty has once again written an insightful book that

educational leaders can use as a road map in transforming our schools into learning organizations designed to serve twenty-first century students. —DR. RANDY BRIDGES, superintendent, Alamance-Burlington School System, NC Because education is ultimately a community responsibility, Schlechty's proposal to shift school systems from bureaucracies to learning organizations can open doors to citizens who are frustrated by the bureaucracy in their efforts to reclaim their role in education. This book is as much for them as it is for professional educators. —DAVID MATHEWS, president, Kettering Foundation Anyone in a school leadership position—from the board room to the classroom—should read this engaging and thought-provoking book. It's a must-read for all immersed in or contemplating the transformation of public education. —CLAUDIA MANSFIELD SUTTON, chief communications and marketing officer, American Association of School Administrators

IT and Organizational Learning Arthur M. Langer, 2004-10-27

This book is designed to help business and individual managers understand and cope with the many issues involved in developing learning organizations and integrating an important component: their IT organizations. The book provides a combination of

research case studies and existing theories on organizational learning in the workplace, to provide researchers and corporate practitioners tools to incorporate a growing information technology infrastructure with their existing workforce culture.

Facilitating Learning Organizations Victoria J. Marsick, Karen E. Watkins, 1999 The authors give guidance and advice on how to facilitate the complex change interventions that are required to build learning into the system so that it makes a difference. They highlight the need for business leaders and development professionals to work together.

Toward Learning Organizations Daniel H. Kim, 1997

Advances in Learning Software Organizations Klaus-Dieter Althoff, Raimund L. Feldmann, Wolfgang Muller, 2014-01-15

Digital Transformation of Learning Organizations Christian Helbig, Sandra Hofhues, Dirk Ifenthaler, Marc Egloffstein, 2021 This open access volume provides insight into how organizations change through the adoption of digital technologies. Opportunities and challenges for individuals as well as the organization are addressed. It features four major themes: 1. Current research exploring the theoretical underpinnings of digital transformation of organizations. 2. Insights into available digital technologies as well

as organizational requirements for technology adoption. 3. Issues and challenges for designing and implementing digital transformation in learning organizations. 4. Case studies, empirical research findings, and examples from organizations which successfully adopted digital workplace learning.

Building an Innovative Learning Organization Russell

Sarder, 2016-01-15 Institute a culture of learning to boost organizational performance and agility What makes organizations successful? Today, most successful companies are learning organizations. Building an Innovative Learning Organization shows you how to join their ranks and bring your organization up to the head of the class. This book is a practical, actionable guide on how to boost performance, successfully manage change, and innovate more quickly. Learning organizations are composed of engaged, motivated employees who continually seek improvement, which leads to organizational agility and the ability to innovate ahead of the curve. When you encourage learning at every level, from the intern to the C suite, you gain a more highly skilled workforce with a greater ability to act in any situation. Building an Innovative Learning Organization shows you how to create this culture in your organization, with detailed explanations, practical examples, and

step-by-step instructions so you can get started right away. Written by a recognized thought leader in the training industry, this informative and insightful guide is your roadmap to a more effective organization. You will discover how to: Attract, retain, and motivate the best employees Become a more innovative and agile organization Create a culture of continuous self-improvement Encourage learning at all levels and translate it into action Learning and education doesn't end at graduation—it's a lifelong process that keeps you relevant, informed, and better able to achieve your goals. These same benefits apply at the organizational level, making the culture self-sustaining: learning organizations attract top workers, who drive the organization forward, which attracts more top workers. If you want the best people, you have to be their best option. Building an Innovative Learning Organization gives you a blueprint for building a culture of learning, for a stronger, more robust organization.

Learning Organizations John Renesch, Sarita

Chawla, 2006-02-28 What is a learning organization? What are the advantages of creating one? Why should a company want to become a learning organization? Where does one start? Learning Organizations: Developing Cultures for Tomorrow's Workplace

contains essays by thirty-nine of the most respected practitioners and scholars of this topic. This definitive collection of essays is rich in concept and theory as well as application and example. Lead authors include Harvard's Rosabeth Moss Kanter, London Business School's Professor Emeritus Charles Handy, and MIT's Fred Kofman and Peter Senge. The thirty-two essays in this comprehensive collection are presented in four main parts: 1. Guiding Ideas 2. Theories/Methods/Processes 3. Infrastructure 4. Arenas of Practice

Advances in Learning Software Organizations Alta.) Lso 200 (2004 Banff, Grigori Melnik, 2004-06-14 Software-intensive organizations cannot help but learn. A software organization that does not learn will not exist for long, because the software market is continuously on the move, because of new customer demands and needs, and because of new competitor products and services. Software organizations must adapt quickly to this ever-changing environment, and the capability to adapt is one of the most important aspects of learning. Smart organizations will attempt to predict future software demands, and develop a corresponding knowledge road map that identifies the capabilities needed over time in order to meet these demands. Organizational learning

typically occurs when experienced organization members share their knowledge with colleagues, such that the organization as a whole can profit from the intellectual capital of its members. While knowledge is typically shared in an ad hoc fashion by means of direct, face-to-face communication, a learning software organization will want to ensure that this knowledge sharing occurs in a systematic way, enabling it whenever and wherever it is needed. Since 1999, the annual International Workshop on Learning Software Organizations (LSO) has provided a communication forum that brings together academia and industry to discuss the advancements in and to address the questions of continuous learning in software-intensive organizations. Building upon existing work on knowledge management and organizational learning, the workshop series promotes interdisciplinary approaches from computer science and information systems, business, management and organization science as well as cognitive science.

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.

Organizational Learning Harold Lewis, 2015 Organizational learning is the process of creating, retaining and transferring knowledge within an organization. This book aims to examine the relationship between five contextual factors and the occurrence frequency of learning organization (LO) problems in companies that are implementing LM (lean manufacturing). Other chapters present an overview about the new web technologies' potential (such as

blogs, wikis and social networks) in the learning process. The final chapter revisits Brooks' Law, improving software productivity by managing complexity.

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