

Organizational Learning Mba 30

Meinolf Dierkes,Ariane Berthoin Antal,John Child,Ikujiro Nonaka

The Learning-Driven Business Alaa Garad, Jeff Gold, 2021-05-13 A comprehensive guide to developing a culture of learning and education within your business. In any kind of organization, learning has become a vital part of the growth and development process, but it only produces effective results if it is pursued strategically and embedded deeply into the culture of the workplace. In recent years, there has been a growing consensus that, for many organizations, learning is their only sustainable competitive advantage – ensuring a committed and engaged workforce that is positioned to identify and exploit business opportunities in an increasingly volatile and uncertain world. This makes it essential for leaders and senior managers to investigate the full range of learning processes and to understand exactly how individual, group, machine and organization-wide learning can produce long-lasting results for individuals as well as for the company itself. Backed by new academic theory, yet designed to be completely accessible to a business readership, *The Learning-Driven Business* highlights the importance of Organizational Learning (OL) for organizations which wish to remain competitive and profitable, before clarifying the various pathways and frameworks that can lead to success. With the onset of automation and artificial intelligence, as well as the proliferation of redundancies and the economic instability of modern times, organizations and their employees must prioritise effective OL in order to overcome these challenges and remain competitive and relevant in the 21st century. This book is a guide for all business leaders and academics looking to adapt to the changing world through OL, using Garand & Golds' unique and original academic model.

Harvard Business Review on Organizational Learning Etienne C. Wenger, William M. Snyder, Jeffrey Pfeffer, John Seely Brown, Robert I. Sutton, 2001 This volume focuses on the organizational dynamics involved in knowledge management; this mix of breakthrough articles should help managers understand how people can effectively communicate, share knowledge, and learn.

Organizational Learning and Performance Ryan Smerek, 2018 Acknowledgments -- Organizational learning and performance -- Learning as an individual -- Three metaphors of learning as an individual -- Thinking dispositions that foster learning -- Building a learning culture -- Transparency and pursuing truth -- Big picture thinking and learning -- Learning from failure -- Learning and innovation -- Leadership and building a learning culture -- References -- Appendix: learning culture survey

Handbook of Organizational Learning and Knowledge Meinolf Dierkes, Ariane Berthoin Antal, John Child, Ikujiro Nonaka, 2003 This is an overview of how the concept of organisational learning emerged, how it has been used and debated, and where it may be going.

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.

The Organizational Learning Cycle Nancy M. Dixon, 2017-07-05 The Organizational Learning Cycle was the first book to provide the theory that underpins organizational learning. Its sophisticated approach enabled readers to not only understand how, but more importantly why, organizations are able to learn. This new edition takes the original concepts and theories and shows how they might, and are, being put into action. With five new or completely revised chapters, Nancy Dixon describes the kind of infrastructure organizations need to put in place; there are examples of knowledge databases, whole systems in the room processes and after-action reviews originating from organizations that are making real progress with these ideas. A clearer relationship between organizational learning and more participative forms of organizational governance is drawn, along with responsibilities that employees need to take on to enable, and partake in, collective learning. With new case material from BP, the US Army, Ernst and Young, and the Bank of Montreal, for example, this book shows how you can make use of the collective reasoning, intelligence and knowledge of the organization and channel it into its ongoing and future development.

Organizational Learning J. Wellman, 2009-05-25 Organizations capture and deploy what they have learned in four ways: Culture, Old Pros, Archives, and Processes. This book describes the four approaches, their strength and shortcomings, and their interactions.

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.

Transforming Organizations Michael Anderson, Miranda Jefferson, 2018-11-29 In a world where current political climates and management cultures make risk aversion commonplace, *Transforming Organizations* shows how all organizations, including large and cumbersome institutions, can transform to suit the needs of our rapidly evolving economic and social realities. This book looks at how organizations and their leaders can adapt to an increasingly volatile and uncertain operating environment through the 4Cs: Creativity Critical reflection Communication Collaboration Based on extensive research in the education, organizational and business sectors, Michael Anderson and Miranda Jefferson show how the 4Cs can be embedded, embodied and enacted in many different types of organizations to make them more responsive to emerging challenges, threats and opportunities. *Transforming Organizations* highlights clear links between leading and learning – because leadership is no longer (if it ever was) just a role for CEOs, CFOs and senior managers. For organizations to be flexible and agile in the 21st century, all employees must have the opportunity to exercise leadership. But this can only happen if deep learning is a standard feature of a leadership approach that actively and deliberately incorporates key 21st-century skills – the 4Cs themselves. There is a substantial gap between companies knowing what they should do to be flexible, creative and have clear channels of communication, and how to make that a reality. *Transforming Organizations* provides the evidence and inspiration necessary for doing business differently. Written for those who have become disillusioned or frustrated with business practices that cannot meet the fast-moving demands of the 21st century, the book provides strategies and approaches developed from the authors' work in real organizations in order to implement change and see organizations transform for the better.

Leading Organizational Learning Frances Hesselbein Leadership Institute, 2004-03-11 *Leading Organizational Learning* brings together today's top thinkers in organizational learning—including Jon Katzenbach, Margaret J. Wheatley, Dave Ulrich, Calhoun W. Wick, Beverly Kaye, and other thought and industry leaders. This handbook helps business, government, and nonprofit leaders understand how to master learning and knowledge sharing within their organizations. This one-of-a-kind volume is filled with chapters that directly address the most current ideas, concepts, and practices on the topic of organizational learning. Acclaimed authors, world-renowned thought, global, and industry leaders, managing directors, and presidents of leading organizations have contributed their original essays to this provocative collection. *Leading Organizational Learning* Offers ten guidelines to help key employees and knowledge workers do a better job of influencing upper management Demonstrates the best way to move ideas through an organization Outlines the principles that facilitate knowledge management Explains how people learn on the job Discusses how larger organizations can

leverage their "bigness" Proposes a method of knowledge mapping to effectively organize and use knowledge in decisionmaking Outlines the knowledge and attributes integral to the success of today's executives Discusses passing knowledge from person to person Explains how consultants can help organizations develop ideas Debunks the myths and explores the realities of knowledge management

Learning Organization Practices Profile Michael J. O'Brien, 1994-10-12 Diagnose your organization's ability to learn, grow, and adapt in a changing environment with this powerful instrument. It's based on the latest information on organizational learning and performance. Results of the instrument reveal how your organization measures up in twelve key areas: Vision and Strategy, Executive Practices, Managerial Practices, Climate, Organizational and Job Structure, Information Flow, Individual and Team Practices, Work Processes, Performance Goals and Feedback, Training and Education, Rewards and Recognition, Individual and Team Development. :Improve organizational learning so your employees know how to: * Manage change effectively * Improve work systems successfully * Respond to customer needs immediately . . . and more! Follow up is included! The Guide to Administration and Implementation helps you and your executive group develop action plans that will move your organization toward selected goals. * Diagnose your organization's ability to learn and change * Create action plans to help your organization learn and change TIMING: 30 minutes to administer the instrument; 1-2 days to review results and develop action plans AUDIENCE: All employees anonymously complete the instrument.

Organizational Learning Linda Argote, 1999-01-31 Why do some organizations learn at faster rates than others? Why do organizations forget? Could productivity gains acquired in one part of an organization be transferred to another? Learning curves have been documented in many organizations, in both the manufacturing and service sectors. The classic learning curve model implies that organizational learning is cumulative and persists through time. However, recent work suggests that firms also demonstrate depreciation of knowledge, or forgetting. Such understanding becomes more exciting as one looks at the link between learning and productivity. Organizational Learning: Creating, Retaining and Transferring Knowledge describes and integrates the results of research on factors explaining organizational learning curves and the persistence and transfer of productivity gains acquired through experience. Chapter One provides an overview of research on organizational learning curves. Chapter Two introduces the concept of organizational forgetting or knowledge depreciation. Chapter Three discusses the concept of organizational memory. Chapter Four argues that analyzing small groups provides understanding at a micro level of the social processes through which organizations create and combine knowledge. Chapter Five describes results on knowledge transfer. Chapter Six discusses various tensions and trade-offs in the organizational learning process.

Teaming Amy C. Edmondson, 2012-04-03 New breakthrough thinking in organizational learning, leadership, and change Continuous improvement, understanding complex systems, and promoting innovation are all part of the landscape of learning challenges today's companies face. Amy Edmondson shows that organizations thrive, or fail to thrive, based on how well the small groups within those organizations work. In most organizations, the work that produces value for customers is carried out by teams, and increasingly, by flexible team-like entities. The pace of change and the fluidity of most work structures means that it's not really about creating effective teams anymore, but instead about leading effective teaming. Teaming shows that organizations learn when the flexible, fluid collaborations they encompass are able to learn. The problem is teams, and other dynamic groups, don't learn naturally. Edmondson outlines the factors that prevent them from doing so, such as interpersonal fear, irrational beliefs about failure, groupthink, problematic power dynamics, and information hoarding. With Teaming, leaders can shape these factors by encouraging reflection, creating psychological safety, and overcoming defensive interpersonal dynamics that inhibit the sharing of ideas. Further, they can use practical management strategies to help organizations realize the benefits inherent in both success and failure. Presents a clear explanation of practical management concepts for increasing learning capability for business results Introduces a framework that clarifies how learning processes must be altered for different kinds of work Explains how Collaborative Learning works, and gives tips for how to do it well Includes case-study research on

Intermountain healthcare, Prudential, GM, Toyota, IDEO, the IRS, and both Cincinnati and Minneapolis Children's Hospitals, among others. Based on years of research, this book shows how leaders can make organizational learning happen by building teams that learn.

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.

Organizational Learning David Schwandt, Michael J. Marquardt, 1999-09-28 Companies around the world are beginning to recognize that only by increasing the speed and quality of their learning can they succeed in the rapidly changing global marketplace. Developing organization-wide learning and becoming a learning organization has become critical for adaptation and survival. *Organizational Learning: From World Class Theories to Global Best Practices* starts with a review of significant learning theory and research accomplished over the past 20 years. This research is integrated into an action-centered theory of organizational learning. The book then explores in depth the Organizational Learning System Model developed by David Schwandt that has been applied in a variety of public and private organizations. Recognizing that companies now work with multicultural groups in a global marketplace, the authors also examine cultural implications of the Model. The authors present best-practice application of the Organizational Learning System Model by companies from around the world, including Arthur Anderson, Price Waterhouse, Beloit Corporation, Motorola, and Meralco. These are companies that have taken the leadership in developing learning systems on an organization-wide basis. *Organizational Learning: From World Class Theories to Global Best Practices* provides practical steps and strategies for developing and applying organizational learning in the workplace. Features

Executive Development and Organizational Learning for Global Business Erdener Kaynak, Robert M Fulmer, J Bernard Keys, 2013-11-12 An essential reference book for you and your global organization, *Executive Development and Organizational Learning for Global Business* will guide you through the challenge of producing effective executives and masterminding learning organizations. In this cutting-edge overview, you'll share in the success stories of some of the most tried-and-true, top-selling authors in the world such as Peter Senge and Rosabeth Moss Kanter. Considered a "must-have" handbook for development managers, *Executive Development and Organizational Learning for Global Business* gives you a unique perspective on the major challenges you'll face when setting up your executive education program. Anyone creating a comprehensive game plan for a large global organization will want to be familiar with the informative practices in this book. In its concise and straightforward chapters, you'll read about: cross-cultural challenges of executive development tools and techniques for developing international executives experiential issues and action learning in global organizations anticipatory learning for global concerns Today, more than ever, piloting your global organization through a world of changing management systems and executive development programs can be overwhelming. But the unique perspectives you'll find in this time-saving collection will start you off right. So, whether you're a human resource development practitioner, a human resource executive, or an academic in human resource development, you'll profit from the bevy of intellectual insight and real-world experience that some of the world's most successful authorities have organized for you in the pages of *Executive Development and Organizational Learning for Global Business*.

PAL Driven Organizational Learning: Theory and Practices Kris M. Y. Law, Kong Bieng Chuah, 2015-06-03 Presenting an innovative concept and approach for organization management, this book serves to document an organization's journey towards the ultimate goal of learning organization. This book also shares the experience on how a OL framework built on established learning theories, could be used effectively, overcoming many of the barriers in a real industrial setting. Utilizing a

ready-to-use tool called Project Action Learning (PAL) to analyze real life case studies, the authors introduce a framework that allows teams of people to work and learn over the course of business projects. Equal emphasis is placed on the achievement of pre-set project outcomes and the learning objectives of the participants. In addition, a long term organizational learning strategy is put forward and the necessary supporting infrastructure, in the form of four 'PAL Pillars', is described. The concepts and development of the PAL driven Organizational Learning model are inspired by and grounded in, Western and Eastern business philosophies and case studies which offer important insights into the management of organizations who are keen to develop sustainable business practices.

The Manager's Pocket Guide to Organizational Learning Stephen J. Gill, 2000-01 Today's organizations are in the learning business. Employees must take in a constant supply of new information and apply it to their work regardless of their position. Organizational learning is the process of forming and applying collective knowledge to problems and needs. Organizations learn through five main activities: 1) systematic problem solving; 2) experimentation with new approaches; 3) learning from their own experience; 4) learning from the experiences and best practices of others; and 5) transferring knowledge quickly and efficiently throughout the organization. Organizational learning requires constant reexamination of the effectiveness of one's ideas while engaging in a long-term effort to change the behaviors and practices of individuals, groups, and the organization as a whole. This pocket guide can aid you in these tasks. It is intended as a handy, easy-to-use reference that will help you identify useful learning strategies which you can then adapt to your particular circumstances.

Driving Performance through Learning Andy Lancaster, 2019-11-03 HIGHLY COMMENDED: Business Book Awards 2020 - HR & Management Category Deliver learning in the flow of work to optimize your L&D activities, improving performance of individuals and the overall business. Learning and Development (L&D) professionals are uniquely placed in an organization to improve both individual employee performance as well as the overall performance of the business. To maximise the impact of learning, activities must be aligned with the goals of the organization and delivered in the flow of work so that performance improvement is continuous. The course can no longer be the default learning option and creative workplace solutions are now vital. *Driving Performance through Learning* shows L&D professionals how to identify business needs and leverage learning that drives performance improvement to enable an organization to achieve its objectives. Beginning with an exploration of the fast-changing organizational learning landscape *Driving Performance through Learning* covers everything from how to diagnose needs through performance consulting conversations, using data and metrics and tracking impact to designing agile solutions by leveraging technology, facilitating social collaboration and vibrant learning communities. There is also expert guidance on curating content, embedding coaching, valuing mistakes and adopting a more self-directed learning approach. This book also defines the key characteristics of the new learning organization and the emerging roles of the future-focussed L&D team and whether these new responsibilities should be developed in-house or outsourced. This is an essential handbook for all L&D professionals seeking to transform workplace learning and drive organizational performance.

Knowledge Management Klaus North, Gita Kumta, 2018 This textbook on knowledge management draws on the authors' more than twenty years of research, teaching and consulting experience. The first edition of this book brought together European, Asian and American perspectives on knowledge-based value creation; this second edition features substantial updates to all chapters, reflecting the implications of the digital transformation on knowledge work and knowledge management. It also addresses three new topics: the impact of knowledge management practices on performance; knowledge management in the public sector; and an introduction to ISO 9001:2015 as an implementation framework.

Unveiling the Magic of Words: A Review of "**Organizational Learning Mba 30**"

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