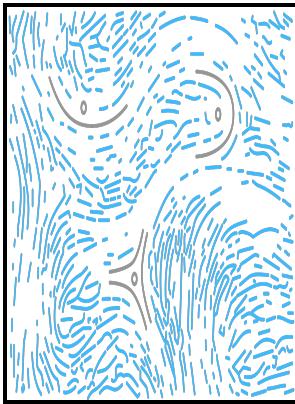


Managing learning in organizations

Open University Press - Organizational Learning and Change Management



Description: -

Readers -- 1950-

Water resources development -- United States.

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Learning.

Organizational behavior.Managing learning in organizations

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Notes: Includes bibliographical references (p. 97-98) and index.

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Peter Senge and the learning organization

We need a plausible, well-grounded definition of learning organizations; it must be actionable and easy to apply.

Organizational Learning Theory

Classically, the approach involves a shift from product to process and back again. Schon and I have identified four basic values that people who operate by Model I assumptions always seem to strive to satisfy and that govern their behavior. In the all conceptions the most important and central thing is engagement of every employee in the learning process.

The Learning Organization

The value proposition of being a learning organization extends beyond employees to shareholders as well. An organization that embraces the lessons that can be learned from failure and studies its own processes will be an organization that contains more knowledge about best practices, and will be much more able to adapt.

Learning process in organization

A tougher question is whether the company can continue to make a profit.

Building a Learning Organization

Next I want to examine the significance of the models which was developed by Chris Argyris and Donald Schön — Single and Double-loop learning.

Learning and Development: A Comprehensive Guide

After all, how can organizations respond creatively to new challenges shifts in customer preferences, market downturns without first discovering something new—then altering the way they operate to reflect new insights? It goes beyond and skills, although it involves them.

Learning process in organization

These two elements in many respects mark out his contribution. The second set of factors, therefore, that helps to create secondary inhibitions are the games people play in order not to upset each other. It gives us a way of seeing what our real problem is and getting a better understanding of where we are right now, or seeing our current reality.

The learning organization: principles, theory and practice

The art and practice of the learning organization, London: Random House.

Related Books

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