

# Managing learning in organizations

Open University Press - The Challenge of Organizational Learning



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Readers -- 1950-

Water resources development -- United States.

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Learning.

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## Organizational Learning Theory

For example, if an organization believes its ability to affect the environment is low, it will rely on standard routines and reactive behaviors.

## Organizational Learning Theory

These goals need to align with the organizational climate in order to be effective in the long term. Learning from Past Experience Review your successes and failures, identify lessons learned, and record those lessons in accessible forms.

## Learning process in organization

We tend to focus on the parts rather than seeing the whole, and to fail to see organization as a dynamic process. A was surprised and irked about his own lack of awareness, but he was pleased with the help he got.

## What Is Organizational Learning and Why it's Important?

Operational learning produces new or revised routines that replace old or outworn ones.

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