



# Developing A Learning Organisation

**Peter Lassey**



## **Developing A Learning Organisation:**

**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 Developing a Learning Organisation Barbara Allan, 1997

Continuous learning throughout an organization is essential to ensure the flexibility necessary to respond to continual business change This briefing provides practical guidance and specific tools which demonstrate how to develop both team and organizational 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 Creating a Learning Organisation

Bob Garratt,1990      **Organizational Learning and the Learning Organization** Mark Easterby-Smith,Luis Araujo,John Burgoyne,1999-06-22 The introduction chapter by Mark Easterby Smith and Luis Araujo introduces the reader to the unresolved issues with which the field is still grappling today All in all this is an interesting and useful book for both researcher and manager alike First and perhaps most importantly the book incorporates multiple perspectives on learning the psychological sociological and the philosophical Second the book is neither purely theory driven nor purely empirically driven Theoretical contributions are complemented by empirical studies which help to illustrate the application of the theoretical constructs I suspect that this would be of immense value to the practicing manager Finally the book provides a critical commentary on the state of the field in a nice compact way which should enhance its value to scholars in this area a book which is both useful and interesting Organizational Studies Most importantly the book incorporates multiple perspectives on learning the psychological sociological and the philosophical provides a critical commentary on the state of the field in a nice compact way which should enhance its value to scholars Organization Studies A valuable resource for academics and practitioners in management and corporate strategy as well as those involved in management training and development European Foundation for Management Development This is a particularly interesting and useful work because it combines some chapters which deal primarily in concepts or indeed theories and others which describe the experiences of trying to carry out the practices involved in creating both either organisational learning and or the learning organisation Industrial and Commercial Training The editors overall assessment is that there has been insufficient dialogue between the two camps of action research and theorizing As a contribution to mapping this divided house the text is an apt illustration of these problems The editor's overview is of interest Stephen Gibb University of Strathclyde MCB University Press The debates surrounding concepts of organizational learning and the learning organization receive a welcome synthesis in this book International experts explore the links between the two fields of enquiry which hitherto despite their intersecting concerns have represented separate constituencies literatures and perspectives The book provides a much needed integrated framework of concepts and theories which draws on current insights from management cognition theories of knowledge and learning management practice and work psychology      **Developing a Learning Culture in Nonprofit Organizations** Stephen J. Gill,2010 Nonprofit organizations are under increasing pressure to demonstrate impact and that the funds raised to operate their organizations are maximized and used effectively This book demonstrates how to create a culture of learning intentional learning from reflection and feedback focused on successes and failures that will lead to ongoing performance measurement and improvement Because nonprofit organizations rely heavily on volunteers and are focused on mission not money it is critical for them to create a culture in which learning is a motivator for change The book breaks down learning into four levels individual team whole organization and community Learning at each of these levels is described and then specific tools are presented The tools are hands on and practical which facilitate reflection and feedback      **Learning**

**Organizations** John Renesch, Sarita Chawla, 2024-11-01 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      Learning Organizations Sarita Chawla, John Renesch, 1995-09-01 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      *Creating the Learning Organization* Victoria J. Marsick, Jack J. Phillips, Karen E. Watkins, 1996      *Developing a Learning Organization* Peter Lassey, 1998 An introductory guide to what constitutes a learning organisation with particular reference to UK institutions national standards and qualifications      Learning Organization Bob Garratt, 2001-05-08 Practical and provocative this book by one of the world s experts in management education offers a fresh perspective on the way organizations work Bob Garratt proposes a theory of organizations as learning systems in which success depends on the ability of managers to become direction givers and on the organization s capacity for learning continuously As well as considering the work of other business thinkers Garratt employs a wide range of experimental models and graphic illustrations to demonstrate both the stagnation which results from the absence of these skills and the dramatic effects of their positive implementation Fully revised and with a new introduction The Learning Organization is a seminal work exciting informative and a challenge to all directors management educators and the business community at large      **Learning Organisations** Alan Clarke, 2000-01-01 This book has been written in an open learning style to provide an interactive resource for managers to assess the nature of their organisations It will help people who are interested in developing a learning organisation or who simply want to understand the nature of a learning organisation      *Becoming a Learning Organization* Joop Swieringa, André F. M. Wierdsma, 1992      *Creating the Learning Organization* Karen E. Watkins, Victoria J. Marsick, American Society for Training and Development, 1996      **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      **Ten Steps to a Learning Organization** Peter Kline, Bernard Saunders, 1993 Explains the benefits of the learning organization and provides practical steps on how to achieve it The text shows how to apply the technique of integrative learning to the learning organization

**500 Tips for Developing a Learning Organization** Abby Day, John Peters, Phil Race, 1999 500 Tips for Developing a Learning Organization offers advice for managers wanting to develop their organization into one that is focused on individual learning as a route to organizational success It offers tips for all types of organization and a summary of how to create a learning organization

**The Oxford Handbook of the Learning Organization** Anders Örtengren, 2019-12-12 The concept of the learning organization is one of the most popular management ideas of the last few decades Since it was conceived as an idea in its own right it has been given various definitions and meanings such that we are still faced with the question as to whether any unified understanding of what the learning organization really is can be established This Handbook offers extensive reviews of both new and traditional perspectives on the concept and provides suggestions for how the learning organization can best be defined practiced studied and developed in future research With contributions from long standing scholars in the field as well as those new to the area this book aims to bridge the gap between traditional and more critical perspectives and in doing so find alternative features and angles to take the idea forward In addition to elaborating on and developing older definitions of the learning organization and suggesting updated and even new definitions the chapters also provide focused explorations on pertinent aspects of the learning organization such as ambidexterity gender inclusivity and systems thinking They also survey organizations that have made efforts towards becoming learning organizations how the learning organization can best be measured and studied and the universality of the idea itself Some of the questions raised in this book are answered or at least given tentative answers while other questions are left open In this way the book has the ambition to take the learning organization an important step further whilst having no intentions to take any final step instead the intention is that others will endeavour to continue where this book stops

**Building the Learning Organization** Michael J. Marquardt, 2002 Dozens of updated and new case studies show the Systems Learning Organization model in action and illustrate how five distinct subsystems learning organization people knowledge and technology support each other to enhance the quality and impact of learning

**Creating a Learning Organisation** Barbara J. Braham, 1996 Learning can confer a competitive advantage on organisations which aim for excellence through educating their staff integrating the learning process into every activity This book shows managers how to encourage lifelong learning in staff

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