



PETER SENGE

LA QUINTA DISCIPLINA

EL ARTE Y LA PRÁCTICA
DE LA ORGANIZACIÓN ABIERTA
AL APRENDIZAJE

GRANICA

Quinta Disciplina La

Peter M. Senge



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La Quinta Disciplina en la Práctica Peter M. Senge, 2005-03 Las organizaciones que utilizan prácticas colectivas de aprendizaje como centro de competencia están bien preparadas para prosperar en el futuro porque son capaces de desarrollar cualquier habilidad que se requiera para triunfar. En otras palabras, la capacidad de ganancia futura de cualquier organización es directa y proporcionalmente relacionada con su habilidad y capacidad para aprender cosas nuevas. De este modo, las organizaciones que prosperan en el futuro serán organizaciones inteligentes, organizaciones que explotarán la experiencia colectiva, talentos y capacidades de cada persona para aprender a cómo triunfar en conjunto. El aprendizaje se convertirá en una forma de vida y en un proceso continuo en vez de una parte específica de la carrera de una persona. Para las corporaciones, el aprendizaje es vital para su éxito futuro.

ABC del instructor 2, el Jesús Carlos Reza Trosino, 2002 **La quinta disciplina** Peter M. Senge, 2012-05 El arte y la práctica de la organización abierta al aprendizaje *Administración. Aprender y actuar* Enrique Herrscher, 2013-11-18 Este no es un texto más sobre Administración. En esta obra lo que es muy práctico y la práctica no omite los por qué, los por qué no y los para qué. Frente a la complejidad del quehacer empresarial y de su contexto, es cada vez más necesario abandonar los enfoques lineales o fragmentados y reemplazarlos por modos de pensar y actuar integradores que interrelacionen y realimenten o sea enfoques sistémicos. El libro está escrito por 12 personas con diferentes trayectorias y enfoques. Su creador y coordinador Enrique G. Herrscher, cuyo estilo expositivo los lectores ya conocen de sus otros libros, en esta colección es autor de 12 de los 32 capítulos. Otros 11 capítulos de los dos coautores principales Alfredo R. Bori y Claudia D. Annunzio, respectivamente decano e investigadora especializada en PyMEs de la Facultad de Ciencias Económicas de la Universidad Nacional del Centro, Pcia. de Buenos Aires, aportan su visión eminentemente académica. Y los 9 capítulos de otros tantos colaboradores tienen, como es obvio, la impronta de sus particulares visiones y campos de actuación. El conjunto está enfocado a las empresas de tamaño mediano de la Argentina y por analogía a Latinoamérica que tengan el impulso de llegar a medianas. Todas ellas deben estar bien administradas, so pena de desaparecer a diferencia de la gran empresa capaz de perdurar gracias a sus recursos. Todas deben ser eficaces en su planeamiento, gestión y control. No se trata de rentabilidad solamente económica, sino también social, que su desempeño sea el de un subsistema de la sociedad y que su aporte sea mayor que los recursos que le extrae. Esta nota explica el foco de la presente obra y la justifica.

Quality Management and Practices Kim-Soon Ng, 2012-04-27 This book is comprised of a collection of reviews and research works from international professionals from various parts of the world. A practical approach to quality management provides the reader with the understanding of basic to total quality practices in organizations, reflecting a systematic coverage of topics. Its main focus is on quality management practices in organization and dealing with specific total quality practices to quality management systems. It is intended for use as a reference at the universities, colleges, corporate organizations and for individuals who want to know more about total quality practices. The

works in this book will be a helpful and useful guide to practitioners seeking to understand and use the appropriate approaches to implement total quality SSM/VSM UNDER A COMPLEX SYSTEMS FRAMEWORK MARTHA PATRICIA LOPEZ GARZA,2012-04-26 At the present time there is a global tendency to take an integral or holistic approach to the business management This paper deals with the evolution of two systems approaches the first one is a methodology for the change Soft Systems Methodology SSM and the second one is a model the Viable System Model VSM both systemic approaches are analyzed from its origins within the classical systems theory to its evolution within the complex systems theory New visions and concepts are included in a new version of those approaches a new vision of SSM is developed and the Multiprocesses Management Viable Systems Model named Virtual VSM is also developed The result is a contemporary vision of a systemic methodology and a systemic model that is in homeostasis with time technology organizations and fundamentally with the human being This is a contribution to systems sciences and management sciences that should help in the development of a new systems vision for understanding the organizational complexity of our times **Entrepreneurial Development and Innovation in Family Businesses and SMEs** Masouras, Andreas,Maris, Georgios,Kavoura, Androniki,2020-06-19 Entrepreneurship is very important for both entrepreneurs and economic development It helps boost innovation and competitiveness in every country and facilitates the creation of new jobs and new opportunities especially for family businesses and small and medium enterprises SMEs Both entrepreneurship and innovation constitute a subject that is both topical and timeless since institutions and the various institutional processes have always affected a country s sustainability Entrepreneurial Development and Innovation in Family Businesses and SMEs is an essential scholarly publication that contributes to the understanding improving and strengthening of entrepreneurial development and innovation s role in family businesses and SMEs by providing both theoretical and applied knowledge in order to find how and why entrepreneurship and innovation can produce inefficient and dysfunctional outcomes Featuring a wide range of topics such as women entrepreneurship internationalization and organizational learning this book is ideal for researchers policymakers entrepreneurs executives managers academicians and students *Human Resource Management Practices for Promoting Sustainability* Atiku, Sulaiman Olusegun,Fapohunda, Tinuke,2020-09-18 In the midst of climate change responsible business practices and ecological modernization become essential tools for the promotion of sustainability Due to the current level of demand for eco friendly products and services there is a need for green training and green human resource development to support green creativity and eco innovation for sustainability By incorporating green initiatives into human resource practices organizations can maintain a positive impact on the environment With a full understanding of sustainable business practices positive impacts on the environmental management field become easier to produce Human Resource Management Practices for Promoting Sustainability is a pivotal reference source that explores the incorporation of green initiatives into all aspects of human resource management practices in a variety of industries The book delivers a

discussion on green human capital collective green intelligence and competencies that are essential to cope with the challenges in Industry 4.0. It also provides a basis for green recruitment and selection processes as a way of promoting pro environmental behavior in the labor markets. While highlighting a broad range of topics including employee relations knowledge management and recruitment this book is ideally designed for executives entrepreneurs human resource managers academicians researchers and students. The book is also suitable for conventional and corporate universities looking to meet sustainable development goals as well as policymakers as it provides a guideline in designing and implementing green creativity and eco innovation based on a wide range of global issues confronting sustainability in the Fourth Industrial Revolution.

Entrepreneurship for competitiveness in Mexico Creating and developing small and medium businesses Blanca Lidia Marquez Miramontes, Flor Rocio Ramirez Martinez, 2016-12-08. Researchers are becoming increasingly interested in studying the different dimensions and effects of entrepreneurship. This book seeks to explain the entrepreneurial attitudes of individuals the determinants of entrepreneurship and its economic and social consequences.

Investigacion en Administracion en America Latina, *El Liderazgo Consciente* Debashis Chatterjee, 2001. Sintetizando las aportaciones del mundo oriental como son las habilidades del autocontrol espiritual y las teorías científicas contemporáneas de Occidente se analizan aspectos relativos al desarrollo organizacional como motivación en el trabajo toma de decisiones comunicación gestión del tiempo y psicología laboral.

Liderazgo transformador Virginio Gallardo, 2009-04. Virginio Gallardo propugna un estilo de dirección que acelera el potencial creativo y rompe con la cultura de las empresas sin alma.

Leadership and Organizational Sustainability Elia Socorro Díaz Nieto, David Israel Contreras Medina, Roberto Tuda Rivas, 2023-06-27. The book presents a new type of leadership focused on sustainable human development and organizational sustainability which is based on the self realization of the person of the leader which means the satisfaction of their needs according to the scale of Abraham Maslow through integral human development in all aspects of life. Because the term leader appears to refer to anyone with the authority to confer a position with subordinates the reality within organizations has shown that a leader must go further and demonstrate commitment awareness and concern for the common good. Which person has these characteristics? People who have had more opportunity to develop in different areas of their being resulting in them being conceived as more educated. The qualities in a person are the basis of leadership. Education and practice are much more important than all hereditary and genetic codes. This volume explores the various ways of making explicit the dimensions of social economic and environmental sustainability through knowledge management that addresses the identification collection processing circulation use exchange and preservation of knowledge within operating systems and the context of organizations considering issues that contribute to sustainability human and organizational where the leader is the main actor and the means is knowledge management.

Theory and Practice in Hospitality and Tourism Research Salleh Mohd Radzi, Mohd Faez Saiful Bakhtiar, Zurinawati Mohi, Mohd Salehuddin Mohd Zahari, Norzuwana Sumarjan, C.T.

Chik,Faiz Izwan Anuar,2014-08-12 Theory and Practice in Hospitality and Tourism Research includes 111 contributions from the 2nd International Hospitality and Tourism Conference 2014 Penang Malaysia 2 4 September 2014 and covers a comprehensive range of topics including Hospitality management Hospitality tourism marketing Tourism management Technology innovation in hospitality tourism Foodservice food safety Gastronomy The book will be of interest to postgraduate students academics and professionals involved in the fields of hospitality and tourism Cultural and Technological Influences on Global Business Christiansen, Bryan,Turkina, Ekaterina,Williams, Nigel,2013-04-30 Technology is a key driver behind the effects of contemporary globalization on business and other organizations worldwide Understanding this phenomena in connection with the impact of cultural variations can help improve business and product life cycles in an era in which corporate capital and liquidity buffers must be increased for unexpected developments in global markets Cultural and Technological Influences on Global Business is a leading publication in its field emphasizing the importance of deeply exploring the effects of cultures and technologies on the global business sector This reference source is beneficial for professionals researchers and practitioners who wish to broaden their understanding of the direct relationship between culture and technology in the international business realm **Contemporary Issues Surrounding Ethical Research**

Methods and Practice Anyansi-Archibong, Chi B.,2015-04-30 Advanced technology driven globalization has not only revolutionized world economic growth but has also improved cross border research methods inevitably influencing ethical behaviors Increases in interdisciplinary and cross cultural research collaboration have further enhanced issues surrounding ethical research and practice Contemporary Issues Surrounding Ethical Research Methods and Practice identifies the impact of globalization advanced technology and international collaboration on ethical research methods and practice This comprehensive reference work serves as a critical resource for institutions organizations and individuals seeking further understanding of ethical research practices This publication reveals the numerous issues in research ethics and practice including but not limited to law and economics of integrity as social capital ethical research issues in Africa research issues in Saudi Arabia ethical issues in qualitative research methods research with teen mothers and IRBs ethical research and decision making models a framework for ethical decision making in cross cultural settings and research ethics education

Organizational Learning and Technological Change Cristina Zuccheromaglio,Sebastiano Bagnara,Susan U. Stucky,2012-12-06 What the Book Is About This book is about the problem of organizational learning that is the analysis of organizations conceived as learning systems In order to survive in a period of a rapid change organizations must innovate and than to develop and exploit their abilities to learn The most innovative organizations are those that can respond with great efficiency to internal and external changes They respond to and generate technological change by acting as effective learning systems They maximize the learning potential of ongoing and normal work activities The organizational structure and the technology allow members to learn while the organizations itself learns from its members So organizations reach

high levels of innovation when structured to take advantage of the social distributed participative situated processes of learning developed by its members in interaction with the technological environment Organizations should consider learning as an explicit productive objective They must create integrated learning mechanisms that encompass technological tools reward and incentive systems human resource practices belief systems access to information communication and mobility patterns performance appraisal systems organizational practices and structures The design of efficient learning organizations requires cognitive technological and social analyses All the computer based technologies e g office automation communication and group decision support not only those devoted to and used in training activities have to be considered as tools for organizational learning and innovation

Cognosystemic Theory of Human Psychosocial Relational Construction TCCR Jalin Simunovic, 2025-07-01 The Cognosystemic Theory of Human Psychosocial Relational Construction TCCR is an original theoretical proposal developed by Chilean social worker Jalin Simunovic Menares It was conceived in response to the need for an autonomous coherent and systematic disciplinary framework for Social Work at the global level By integrating philosophical psychosocial narrative and systemic approaches this work analyzes how intersubjective systems of meaning shape human experience and psychosocial reality The author introduces concepts such as the Cognosystem cognosystemic layers and the cognosystemic meme as analytical axes for understanding the narrative processes that structure social life enabling context sensitive and theoretically grounded interventions This book is positioned as a significant contribution for researchers professionals and students interested in strengthening Social Work as a genuine science of human relationality With precise language and a solid epistemological foundation the TCCR offers an innovative theoretical tool to address the complexity of contemporary psychosocial phenomena

An Unequal Democracy? Carlo Binetti, Fernando Carrillo Flórez, 2005

Elementi di Psicometria Computazionale Pietro Cipresso, 2014-02-12 Lo psicologo contemporaneo deve fare i conti con sfide sempre maggiori e opportunit di studio e di ricerca usando nuove tecnologie fino a pochi anni fa impensabili Elementi di Psicometria Computazionale rappresenta un prezioso strumento per formare gli psicologi di domani attenti al passato orientati al futuro e con una corposa conoscenza del presente In modo pratico e semplice il volume accompagna il lettore all uso degli strumenti della misura in psicologia alla luce delle pi recenti tecnologie Un percorso che parte dall acquisizione dei dati con questionari elettronici biosensori social networks realt virtuale e altro per proseguire con la gestione avanzata dei dati e chiudere con una prima introduzione ai modelli computazionali Caratteristica importante del volume il totale orientamento al mondo open source e la costante disponibilit di software gratuito per tutti gli strumenti utilizzati

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