

# ORGANIZATIONAL LEARNING CAPABILITY

*Generating and  
Generalizing Ideas  
with Impact*



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# Organizational Learning Capability Generating And Generalizing Ideas With Impact

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## **Organizational Learning Capability Generating And Generalizing Ideas With Impact:**

*Organizational Learning Capability* Arthur K. Yeung, 1999 Drawing the reader's attention with ample real business examples the authors discuss corporations as entities that must adapt generate ideas and act upon new information The writing team Arthur K Yeung David O Ulrich Stephen W Nason and Mary Ann Von Glinow delve into learning styles basing their work on research and material gleaned from a widespread survey of corporations and organizations They stack up the building blocks necessary for organizational learning the corporate ability to generate and implement ideas Although based on scholarly research the book is concisely written in an easily accessible conversational tone and comes to life with corporate case studies getAbstract recommends this book to managers executives and owners whose organizations might need to learn a thing or two

**Organizational Learning Capability** Arthur K. Yeung, David O. Ulrich, Stephen W. Nason, Mary Ann Von Glinow, 1999-01-28 Organizational learning matters now more than ever In today's hypercompetitive business environment successful executives must be able to discover opportunities face problems and pursue innovative ideas then turn those ideas into action throughout an organization Based on both empirical research and practice experience this book gives managers the tools to do just that Organizational learning capability is the capacity to generate and generalize ideas with impact Managers generate new ideas in four basic ways experimentation in which organizations learn by trying many new products and processes continuous improvement in which they learn by constantly improving what they have done before and mastering each step in a process before moving on to other processes knowledge acquisition in which they learn by encouraging individuals and teams to acquire new knowledge continuously and benchmarking in which they learn by studying how other groups do things and trying to adapt their techniques Each learning type leads to different performance consequences Managers must also be able to generalize information through technology movement of people incentives and learning processes By both generating and generalizing ideas with impact managers have a blueprint for making learning happen Learning may not be sustained however unless it is congruent with the larger business context the organization's strategy and culture and the industry's characteristics Unfortunately just as organizations develop learning capabilities they also suffer from certain learning disabilities This book outlines common disabilities and the means to overcome them The authors assist practicing managers by providing several examples of successful and unsuccessful organizations and describing the ways in which they have helped organizations improve learning capability in their consulting practices Based on detailed case studies a review of past literature and data gleaned from a worldwide survey of companies *Organizational Learning Capability* is an accessible and useful guide for managers competing in the information economy This book turns abstract ideas into practice offers tools that managers can use and presents a simple yet profound road map for making learning a reality

**Leading Organizational Learning** Frances Hesselbein Leadership Institute, 2004-03-08 *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

**Leading a Diversity Culture Shift in Higher Education** Edna Chun, Alvin Evans, 2018-01-12 Leading a Diversity Culture Shift in Higher Education offers a practical and timely guide for launching implementing and institutionalizing diversity organizational learning The authors draw from extensive interviews with chief diversity officers and college and university leaders to reveal the prevailing models and best practices for strengthening diversity practices within the higher education community today They complement this original research with an analysis of key contextual factors that shape the organizational learning process including administrative leadership institutional mission and goals historical legacy geographic location and campus structures and politics Given the substantive challenge of engendering a cultural shift for diversity in a university setting this book will serve as a concrete primer for institutions seeking to develop a systematic and progressive approach to diversity organizational learning Readers will be able to engage with provocative case studies that grapple with the current pressures emanating from diversity training and learn effective strategies for creating more inclusive environments This book is a perfect resource for institutional leaders administrators faculty members and key campus constituencies who are seeking transformational change institutional success and stability in a rapidly diversifying national and global environment

*Organizational Learning and Knowledge: Concepts, Methodologies, Tools and Applications* Management Association, Information Resources, 2011-07-31

**Organizational Learning and Knowledge** Concepts Methodologies Tools and Applications demonstrates exhaustively the many applications issues and techniques applied to the science of recording categorizing using and learning from the experiences and expertise acquired by the modern organization A much needed collection this multi volume reference presents the theoretical foundations research results practical case studies and future trends to both inform the decisions facing today s organizations and the establish fruitful organizational practices for the future Practitioners researchers and academics

involved in leading organizations of all types will find useful grounded resources for navigating the ever changing organizational landscape

**Demystifying Organizational Learning** Raanan Lipshitz, Victor Friedman, Micha Popper, 2006-06-21 This book presents a solid research based conceptual framework that demystifies organizational learning and bridges the gap between theory and practice Using an integrative approach authors Raanan Lipshitz Victor Friedman and Micha Popper provide practitioners and researchers with tools for understanding organizational learning under real world conditions Key Features Tackles the problem of mystification A clear message is presented that organizational learning and related concepts have been mystified in a way that is unnecessary and dysfunctional to both theory and practice This book provides a unique set of tools for understanding promoting and studying organizational learning Introduces an integrative theme that addresses three key questions How can organizations actually learn What is the key for productive organizational learning When is productive organizational learning likely to occur Answering these questions is the key to clarifying the conceptual confusion that plagues the related fields of organizational learning learning organizations and knowledge management Illuminates organizational reality All of the concepts presented in the book are illustrated through concrete case examples Detailed analyses are provided of both successful and unsuccessful applications of organizational learning In addition examples of interventions to develop organizational learning are included to help managers and consultants Intended Audience This book is designed for advanced undergraduate and graduate courses such as Organizational Learning Knowledge Management and Organizational Behavior in the departments of Management Organizational Behavior Psychology and Sociology

*The New Talent Acquisition Frontier* Edna Chun, Alvin Evans, 2023-07-03 Awarded a Silver Medal in the category Human Resources and Employee Training from the 2014 Axiom Business Book Awards Create the inclusive high performance workforce needed to succeed in an increasing multicultural society and global marketplace Learn how global organizations and leading professional associations develop integrated HR diversity talent strategies and the specific challenges they face Get practical tools to assess integrated HR diversity strategic planning and see why organizations are not making more diversity progress Develop specific performance indicators to track your progress in implementing synergistic HR diversity approaches Case studies of SHRM federal and state government global corporations and higher education illustrate systematic integrated HR diversity efforts For HR professionals and leaders chief diversity officers line managers and executives in the private and public sectors and higher education this book presents a systematic approach to integrating HR practices and strategic diversity initiatives to create the inclusive high performance workforce that every enterprise and institution needs to succeed in an increasingly multicultural society and global marketplace The authors point of departure is that talent is the primary strategic asset necessary for organizational survival and success in a demographically diversifying and globally interconnected world Organizations seeking to attain their full potential in this new talent frontier must optimize their human capital resources by the deliberate development of

synergy between human resource HR and diversity programs Failure to integrate and coordinate these two functions will erode organizational competitiveness whether it is in developing new markets products programs or services As the first book to provide a concrete roadmap to integrated HR and diversity strategy the authors identify two critical practices talent management through the orchestration of HR and diversity programs to enhance organizational capability by unleashing mobilizing nurturing and sustaining the contributions of a diverse and talented workforce and talent sustainability through the close integration of HR and diversity to continuously develop systems structures processes and a culture that heighten employee commitment engagement and inclusion They further believe that there should be a commonality of practice across all types of organizations and that each sector can learn from the others to accelerate its adaptation to today's rapidly shifting national and global realities Based on the most current research and on interviews with HR and diversity leaders in major organizations this book provides the reader with concrete strategies and practical tools for implementing a successful and sustainable talent management program It also addresses common barriers to the development of synergistic HR and diversity strategy and how to overcome them Given the evolutionary nature of the integration of HR and diversity the authors present nine extensive case studies from all organizational sectors as well as from the two leading Human Resource professional associations the Society for Human Resource Management SHRM and the College and University Professional Association for Human Resources CUPA HR to illustrate the dynamic intersection between HR and diversity practices

**Technology for Creativity and Innovation: Tools, Techniques and Applications** Mesquita, Anabela, 2011-03-31 This book provides empirical research findings and best practices on creativity and innovation in business organizational and social environments Provided by publisher [Jsl Vol 15-N5](#) JOURNAL OF SCHOOL LEADERSHIP, 2005-10-13 The Journal of School Leadership is broadening the conversation about schools and leadership and is currently accepting manuscripts We welcome manuscripts based on cutting edge research from a wide variety of theoretical perspectives and methodological orientations The editorial team is particularly interested in working with international authors authors from traditionally marginalized populations and in work that is relevant to practitioners around the world Growing numbers of educators and professors look to the six bimonthly issues to deal with problems directly related to contemporary school leadership practice teach courses on school leadership and policy use as a quality reference in writing articles about school leadership and improvement

**Current Topics in Management** Robert Golembiewski, 2018-02-06 This annual series presents fundamental research on the theory and practice of management Volume 7 contains articles presented at the 2001 meeting of the International Conferences on Advances in Management ICAM held in Athens Greece ICAM's goal is to be truly comparative in terms of the broad scope of management perspectives in the broad ranging locations of its research as well as its application and in its comparisons of findings methodologies and operational definitions This volume exemplifies ICAM's objectives Part 1 Organization Theory Learning and Effectiveness revisits the management theory jungle reports on the

development organizational learning capabilities in Europe encourages organizational learning through cultural diversity and reviews the role of corporate parent Part 2 Behavior and Attitudes in Organizations considers the relationships of religion to organizational citizenship and whistle blowing behaviors identifies antecedents of misbehavior among nurses and social welfare workers and uses process framework as a method to depict encroaching processes and change in organizations Part 3 International and Cross Cultural Management looks at various issues of management abroad Topics include the dimensions and levels of power bases and their relationships to subordinates compliance and satisfaction in the U S and South Korea the relationship between empowerment and quality of work life in Mexico and case studies of organizational intellectual capital in China Part 4 Management in the Public Sector turns attention to efforts to recognize and build on differences in public administration Part 5 Managing Human Resources addresses the nature of researcher values in human resource management and considers recent publications in mainstream human resources in order to isolate the patterns of research Part 6 Role of Research in Management discusses the need for processual thinking It presents a list of factors contrasting two views of management the classical view and the process view of management This volume will be of particular interest to corporate executives economists and labor studies specialists

**Technology Adoption and Social Issues: Concepts, Methodologies, Tools, and Applications** Management Association, Information Resources, 2018-02-02 As society continues to experience increases in technological innovations various industries must rapidly adapt and learn to incorporate these advances While there are benefits to implementing these technologies the sociological aspects still need to be considered Technology Adoption and Social Issues Concepts Methodologies Tools and Applications is an innovative reference source for the latest academic material on the various effects of technology adoption implementation and acceptance Highlighting a range of topics such as educational technology globalization and social structure this multi volume book is ideally designed for academicians professionals and researchers who are interested in the latest insights into technology adoption The Leadership Capital Index Dave Ulrich, 2015-10-19 When it comes to evaluating a firm leadership matters We know that financial outcomes can predict about 50 percent of a firm s market value Intangibles like strategy brand talent R D innovation risk and so on account for the rest But leadership underlies them all And despite how important we know it is we ve been forced to rely on subjective and unreliable ways to measure its impact until now In this landmark book leadership scholar author and consultant Dave Ulrich proposes a leadership capital index a Moody s or Standard and Poor s rating for leadership Drawing on research from investors and business leaders and synthesizing the work of dozens of consulting firms and leadership experts Ulrich analyzes two broad domains each comprising five factors The individual domain includes personal qualities strategic prowess execution proficiency interpersonal skills and fit between the leader s style and the organization s market promises The organizational domain encompasses a leader s ability to create customer focused cultures manage talent demand accountability use information to gain competitive advantage and set up work processes to

deal with change Ulrich details rigorous metrics and methods for evaluating leaders on each of these factors The result is a groundbreaking book that will be of vital interest not only to equity and debt investors but also to boards of directors executive teams human resource and leadership development professionals government and ratings agencies and of course to leaders themselves

Current Topics in Management 2002 M. Afzalur Rahim, Robert Thomas Golembiewski, Kenneth D. MacKenzie, This annual series presents fundamental research on the theory and practice of management Volume 7 contains articles presented at the 2001 meeting of the International Conferences on Advances in Management ICAM held in Athens Greece ICAM's goal is to be truly comparative in terms of the broad scope of management perspectives in the broad ranging locations of its research as well as its application and in its comparisons of findings methodologies and operational definitions This volume exemplifies ICAM's objectives Part 1 Organization Theory Learning and Effectiveness revisits the management theory jungle reports on the development organizational learning capabilities in Europe encourages organizational learning through cultural diversity and reviews the role of corporate parent Part 2 Behavior and Attitudes in Organizations considers the relationships of religion to organizational citizenship and whistle blowing behaviors identifies antecedents of misbehavior among nurses and social welfare workers and uses process framework as a method to depict encroaching processes and change in organizations Part 3 International and Cross Cultural Management looks at various issues of management abroad Topics include the dimensions and levels of power bases and their relationships to subordinates compliance and satisfaction in the U S and South Korea the relationship between empowerment and quality of work life in Mexico and case studies of organizational intellectual capital in China Part 4 Management in the Public Sector turns attention to efforts to recognize and build on differences in public administration Part 5 Managing Human Resources addresses the nature of researcher values in human resource management and considers recent publications in mainstream human resources in order to isolate the patterns of research Part 6 Role of Research in Management discusses the need for processual thinking It presents a list of factors contrasting two views of management the classical view and the process view of management This volume will be of particular interest to corporate executives economists and labor studies specialists M Afzalur Rahim is founding editor of the International Journal of Organizational Analysis and International Journal of Conflict Management and is professor of management at Western Kentucky University Robert T Golembiewski is distinguished research professor at the University of Georgia and has authored or edited over seventy five books Kenneth D Mackenzie is the Edmund P Learned Distinguished Professor and president of Mackenzie and Company He has published numerous articles in scholarly journals and several books

*Web-Based Training* Margaret Driscoll, 2010-04-15 This all new edition of Web Based Training is filled with practical charts tables and checklists that shows you how to design winning training programs for delivering instruction on the Web Well grounded in the time tested principles of great instructional design and adult education Web Based Training takes a step back from the whirlwind of technical guides and offers a extensively researched handbook For everyone



seeking to learn more about the subject Driscoll gives you illustrative examples from a wide range of organizations large and small Note CD ROM DVD and other supplementary materials are not included as part of eBook file Modern Techniques for Successful IT Project Management Shang Gao, Lazar Rusu, 2015-01-31 Computer technology provides the opportunity for innovation and progress in the daily operations and initiatives of corporations Despite the positive elements of integrating technology into the workplace corporations continue to struggle with the challenges created by rapid technological advancements Modern Techniques for Successful IT Project Management brings together academic research and professional practice to examine the complexity of implementing technology into the structure and organization of a corporation's ventures This publication is an essential reference source for researchers professionals and upper level university students working in the fields of project management information systems and IT project management interested in the methodologies and research necessary to improve the impact of Information Technology **Pedagogical Considerations and Opportunities for Teaching and Learning on the Web** Thomas, Michael, 2013-10-31 This book concentrates on theory application and the development of web based technologies for teaching and learning and its influence on the education system **Marca de liderazgo** Dave Ulrich, Norm Smallwood, 2008 The Boundaryless Organization Ron Ashkenas, Dave Ulrich, Todd Jick, Steve Kerr, 2015-06-15 In 1995 The Boundaryless Organization showed companies how to sweep away the artificial obstacles such as hierarchy turf and geography that get in the way of outstanding business performance Now in this completely revised edition of their groundbreaking work management experts Ron Ashkenas Dave Ulrich Todd Jick and Steve Kerr offer an up to date version of their comprehensive guide to help any organization go boundaryless and become a company with the ability to quickly proactively and creatively adjust to changes in the environment With new examples a new commentary on the developments of the last five years and illuminating first hand accounts from pioneering senior executives the authors once again show why boundaryless is a prerequisite for any organization trying to succeed in the economy of the twenty first century **Management Of Innovation Strategy In Japanese Companies** Kazuki Hamada, Shufuku Hiraoka, 2016-10-07 Traditionally innovation has been considered difficult to manage as it occurs through contingent discoveries and inventions For effective innovation management it is necessary to determine what provides new value to customers and achieve this new value efficiently while solving the technical problems This book explores how innovation management for industrial revitalization and activation are conducted in Japanese companies Innovation has diverse definitions but the editors of this book have adopted the one proposed by J A Schumpeter The features of innovation management in Japanese companies are considered systematically in the book Positive analyses using questionnaires and innovation management strategy in individual industries and companies is also explored in detail College Accreditation J. Alstete, 2006-12-11 This book is an informative resource on college accreditation today and explains how colleges and universities can manage the accreditation process successfully Readers will learn the history of

accreditation and how effective management of accreditation can help internal revitalization and improve public respect for their institutions

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