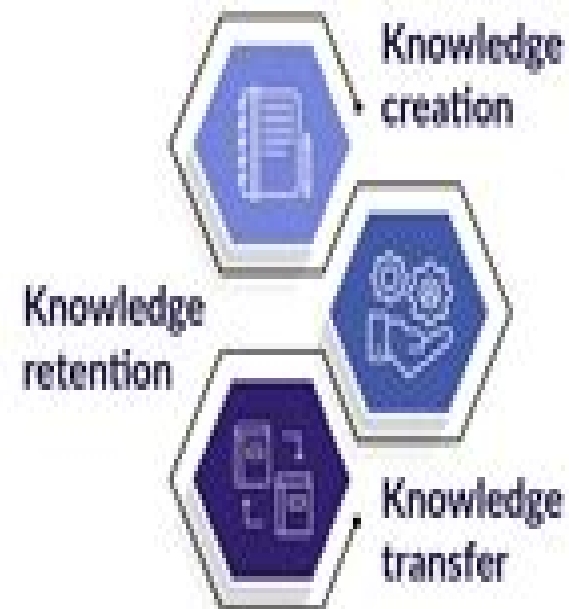


Organizational Learning Strategy

Process

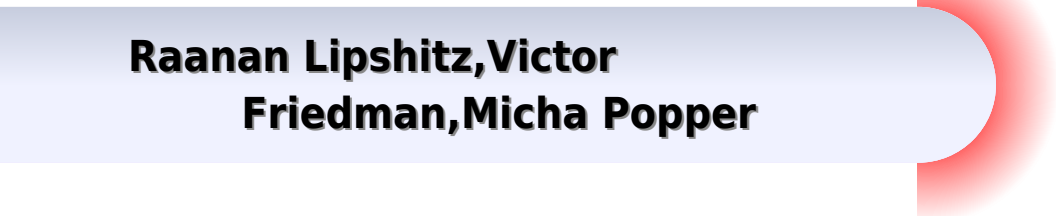
- 1 *Align your organizational learning strategy with your business strategy*
- 2 *Integrate organizational learning into your corporate culture*
- 3 *Facilitate experimenting*
- 4 *Work on your knowledge management*
- 5 *Promote collaboration*
- 6 *Consider the remote/ hybrid setup*
- 7 *Measure the progress*

Outcomes



Organizational Learning

**Raanan Lipshitz, Victor
Friedman, Micha Popper**



Organizational Learning:

Organizational Learning Michael D. Cohen, Lee S. Sproull, 1995-11-07 How do organizations learn change and adapt The chapters in this book contribute to the development of organizational learning theory in three ways They delineate its scope differentiating it from organizational ecology choice and individual learning demonstrate the explanatory power of a learning perspective and illustrate the application of research tools useful for the study of learning

Organizational Learning Linda Argote, 1999-01-31 Why do some organizations learn at faster rates than others Why do organizations forget Could productivity gains acquired in one part of an organization be transferred to another Learning curves have been documented in many organizations in both the manufacturing and service sectors The classic learning curve model implies that organizational learning is cumulative and persists through time However recent work suggests that firms also demonstrate depreciation of knowledge or forgetting Such understanding becomes more exciting as one looks at the link between learning and productivity Organizational Learning Creating Retaining and Transferring Knowledge describes and integrates the results of research on factors explaining organizational learning curves and the persistence and transfer of productivity gains acquired through experience Chapter One provides an overview of research on organizational learning curves Chapter Two introduces the concept of organizational forgetting or knowledge depreciation Chapter Three discusses the concept of organizational memory Chapter Four argues that analyzing small groups provides understanding at a micro level of the social processes through which organizations create and combine knowledge Chapter Five describes results on knowledge transfer Chapter Six discusses various tensions and trade offs in the organizational learning process

Organizational Learning and Performance Ryan Smerek, 2017-11-01 In Organizational Learning and Performance The Science and Practice of Building a Learning Culture Ryan Smerek combines organizational examples with insights from research to provide readers with a unique and distinctive lens to improve personal and organizational performance The first section of the book provides an overview of what it means to learn as an individual and how individuals vary in their openness to learn Drawing from cognitive and personality psychology thinking dispositions such as a growth mindset curiosity and intellectual humility are explored and how they help foster learning in organizations In the second section Smerek describes the principles of a learning culture providing a look into the world's largest hedge fund a renowned food company a highly regarded children's hospital and a preeminent innovation and design firm Through these examples readers will come to understand the social norms that increase learning These include a commitment to transparency of thinking and the pursuit of truth Big Picture thinking a willingness to learn from failure and the social norms needed to foster innovation and creativity Throughout the book Smerek draws from compelling examples of organizations and research in the social sciences to demonstrate what it means to build a learning culture and how it can improve personal and organizational performance

Organizational Learning Michael D. Cohen, Lee S. Sproull, 1996 How do organizations learn change and

adapt The chapters in this book contribute to the development of organizational learning theory in three ways They delineate its scope differentiating it from organizational ecology choice and individual learning demonstrate the explanatory power of a learning perspective and illustrate the application of research tools useful for the study of learning **The Organizational Learning Cycle** Nancy M. Dixon, 2017-07-05 The Organizational Learning Cycle was the first book to provide the theory that underpins organizational learning Its sophisticated approach enabled readers to not only understand how but more importantly why organizations are able to learn This new edition takes the original concepts and theories and shows how they might and are being put into action With five new or completely revised chapters Nancy Dixon describes the kind of infrastructure organizations need to put in place there are examples of knowledge databases whole systems in the room processes and after action reviews originating from organizations that are making real progress with these ideas A clearer relationship between organizational learning and more participative forms of organizational governance is drawn along with responsibilities that employees need to take on to enable and partake in collective learning With new case material from BP the US Army Ernst and Young and the Bank of Montreal for example this book shows how you can make use of the collective reasoning intelligence and knowledge of the organization and channel it into its ongoing and future development

Organizational Learning David Schwandt, Michael J. Marquardt, 1999-09-28 Companies around the world are beginning to recognize that only by increasing the speed and quality of their learning can they succeed in the rapidly changing global marketplace Developing organization wide learning and becoming a learning organization has become critical for adaptation and survival Organizational Learning From World Class Theories to Global Best Practices starts with a review of significant learning theory and research accomplished over the past 20 years This research is integrated into an action centered theory of organizational learning The book then explores in depth the Organizational Learning System Model developed by David Schwandt that has been applied in a variety of public and private organizations Recognizing that companies now work with multicultural groups in a global marketplace the authors also examine cultural implications of the Model The authors present best practice application of the Organizational Learning System Model by companies from around the world including Arthur Anderson Price Waterhouse Beloit Corporation Motorola and Meralco These are companies that have taken the leadership in developing learning systems on a organization wide basis Organizational Learning From World Class Theories to Global Best Practices provides practical steps and strategies for developing and applying organizational learning in the workplace

Features *Organizational Learning and the Learning Organization* Mark Easterby-Smith, Luis Araujo, John Burgoyne, 1999-04-28 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 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 Inte Organizational Learning Chris Argyris, Donald A. Schön, 1978 A framework for organizational learning Limited learning systems Organizational learning Partial models of intervention Comprehensive intervention 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 Organizational Learning Linda Argote, 2012-11-14 Why do some organizations learn at faster rates than others Why do organizations forget Could productivity gains acquired in one part of an organization be transferred to another These are among the questions addressed in Organizational Learning Creating Retaining and Transferring Knowledge Since its original publication in 1999 this book has set the standard for research and analysis in the field This fully updated and expanded edition showcases the most current research and insights featuring a new chapter that provides a theoretical framework for analyzing organizational learning and presents evidence about how the organizational context affects learning processes and outcomes Drawing from a wide array of studies across the spectrum of management economics sociology and psychology Organizational Learning explores the dynamics of learning curves in organizations with particular emphasis on how individuals and groups generate share reinforce and sometimes forget knowledge With an increased emphasis on service organizations including healthcare Linda Argote demonstrates that organizations vary dramatically in the rates at which they learn with profound implications for productivity performance and managerial and strategic decision making On Organizational Learning Chris Argyris, 1999-06-18 This book is essential for anyone who needs to understand how organizations work evolve and learn In this new edition Argyris discusses vital topics of current management research such as tacit knowledge and management so reflecting the evolving field of organizational learning Brings together the thinking of one of the world's leading management thinkers especially in the area of action learning Handbook of Organizational Learning and Knowledge Meinolf Dierkes, 2003 In an era of far reaching changes organizational learning and knowledge creation are high on the agenda of social scientists managers and consultants worldwide as they seek to adapt to new environments The Handbook of Organizational Learning and Knowledge provides a comprehensive overview of how the concept of organizational learning emerged how it has been used and debated and where it may be going It summarizes the

state of the art and provides a full account of the diverse approaches themes issues and debates of the field The handbook unites a distinguished team of international authors who examine both the central themes and key emerging issues The coverage extends beyond the American tradition to include the experiences of Europe Asia and the Middle East The book opens with chapters drawing insights from various social science approaches The following sections examine fundamental issues concerning the external triggers factors and conditions agents and processes of organizational learning Subsequent chapters review the subject within a global context looking in particular at processes of interorganizational learning and knowledge transfer The next sections examine the development of learning practices and provide case studies to illustrate organizational learning and knowledge creation The book concludes with an analysis of the state of the art and an agenda for the future This handbook will be an invaluable reference tool for scholars and students in the social sciences as well as for professional involved in organizational development learning and change

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

Organisational 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 Organizational Learning in the Learning Organization ,1999 *Organizational Learning and Development* Paul Kearns,2014-09-19 It is now widely accepted that organizational maturity is dependent on being able to reorganize on a continuous basis and learn faster and more effectively than your competitors Organizations that want to be sure they are competing at the highest level need clear indicators that their organizational learning and development capability is fully functional This new book by Paul Kearns focuses on the need for an evidence based approach to learning and development bringing together the author s extensive knowledge of HRM and organizational learning with new developments in the field The book demonstrates how evidence evaluation can improve professionalism in organizational design and development showing that this approach can create value not just for shareholders but for employees and society as a whole *Organizational Learning and Development From an Evidence Base* is the perfect book for postgraduate students studying on evidence based HRM courses and for the reflective learning and development practitioner **Organizational Learning in Asia** Jacky Hong,Robin Snell,Chris Rowley,2017-03-16 *Organizational Learning in Asia Issues and Challenges* addresses important and pressing questions on organizational learning in Asia in both domestic and foreign firms those that have been forgotten in the mainstream literature or that remain unasked and unanswered Three sets of questions are especially salient First how can firms operating in or from Asia detect respect recognize and honor different cultural stances on suggestion giving knowledge sharing and standardization while also challenging accepted wisdom avoiding risks and mistakes and voicing disagreement Second how can such firms facilitate local experimentation and innovation by providing a common knowledge platform in a non totalitarian manner Finally how can such forums promote reverse knowledge transfer from subsidiary to headquarters and across subsidiaries in different nations by avoiding ethnocentricity cultivating local talent and building a group of communities of practice across cultural and status boundaries Addresses important and pressing questions about organizational learning in Asia for both domestic and foreign firms Explores how such firms can facilitate local experimentation and innovation Promotes reverse knowledge transfer from subsidiary to headquarters and across subsidiaries in different nations **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 *Organizational Learning in China* Yu Haibo,2021-05-10 From the perspective of behavioural science this book systematically investigates organizational learning in Chinese organizations based on multilevel theory over the past 20 years The findings contribute to the theory and practice of organizational learning and give insights into the construction of

learning organizations Revisiting existing studies on organizational learning the author reconceptualises organizational learning and constructs an integrative model which is corroborated and then supplemented by empirical research Based on samples and materials from 3 000 managers and employees in organizations from all over China the book further elaborates this integrative model covering the multilevel structure trans level functions and generative mechanisms that figure prominently in organizational learning in Chinese organizations This framework helps enhance the organizational learning ability and the establishment of a learning culture while offering possible directions for updating research methods and a stereoscopic theory of organizational learning The book will be a good reference for management practitioners students and academics interested in organizational behaviour human resource management innovation management and multilevel perspective

PAL Driven Organizational Learning: Theory and Practices Kris M. Y. Law, Kong Bieng Chuah, 2015-06-03 Presenting an innovative concept and approach for organization management this book serves to document an organization's journey towards the ultimate goal of learning organization This book also shares the experience on how a OL framework built on established learning theories could be used effectively overcoming many of the barriers in a real industrial setting Utilizing a ready to use tool called Project Action Learning PAL to analyze real life case studies the authors introduce a framework that allows teams of people to work and learn over the course of business projects Equal emphasis is placed on the achievement of pre set project outcomes and the learning objectives of the participants In addition a long term organizational learning strategy is put forward and the necessary supporting infrastructure in the form of four PAL Pillars is described The concepts and development of the PAL driven Organizational Learning model are inspired by and grounded in Western and Eastern business philosophies and case studies which offer important insights into the management of organizations who are keen to develop sustainable business practices

Organizational Learning as Relational Governance Jessica Geraldo Schwengber, 2024-03-07 This book critically examines existing organizational learning theories that often center on employees and adopt a neo classical organizational view In this book organizational learning OL is conceptualized from a relational governance perspective Departing from the relational economics approach it describes organizations as dynamic nexuses of stakeholders resources and interests extending beyond conventional intra organizational contexts to encompass an open systems view By viewing organizations as independent entities distinct from individual stakeholders the author introduces the concept of transactions as the fundamental unit of analysis in organization theory Stakeholders contribute diverse rationalities and OL emerges as the process of relationalizing these rationalities enabling multi contextual transactions within organizations This book sheds light on epistemological and ontological challenges in OL literature such as the OL paradox and anthropomorphism To address these issues the author advocates a shift from methodological individualism to methodological relationism wherein OL becomes a micro meso relational process involving both stakeholders and the organization as an entity Combining conceptual insights with empirical evidence from a multinational company's

case study the book showcases how relational learning can be practically applied in organizations The findings corroborate the conceptual framework supporting the notion of organizations as resource rich nexuses and learning as a comprehensive relational process involving both entities and stakeholders This book offers an essential contribution to the field It appeals to scholars and practitioners interested in organizational studies corporate governance and relational economics

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