

# Re-Educating the Corporation

Foundations  
for the Learning  
Organization

Daniel R. Tobin

# Reeducating The Corporation Foundations For The Learning Organization

**Jonathan Winterton, Ruth Winterton**



## **Reeducating The Corporation Foundations For The Learning Organization:**

**Re-Educating the Corporation** Daniel R. Tobin, 1994-02 Presents five approaches strong visible leadership thinking literacy overcoming functional myopia creating effective learning teams and managers as enablers essential to create a true learning organization By focusing on the learning requirements of employees companies can impact major change initiatives such as reengineering and TQM *Towards Zero Management Learning Organisations* Ted O'Keeffe, 2006 **Learning**

**and Innovation of Chinese Firms** Jacky Hong, Shenxue Li, 2023-01-30 This edited volume explores the learning and innovation of Chinese firms In particular it examines the difficulties and obstacles affecting the technological collaboration between Chinese firms and foreign partners as well as some of the key organizational and institutional challenges of innovation facing Chinese firms Despite enjoying rapid economic growth in previous decades learning and innovation of Chinese firms has received relatively limited attention among management and international business scholars in the past However some significant changes in the Chinese institutional environment have occurred in recent years On one hand the Chinese central government has devised a number of policy initiatives to promote and support innovative activities in China ranging from the Mass Entrepreneurship and Innovation by All to the latest Made in China 2025 On the other hand we have witnessed an increasing number of indigenous Chinese firms e g Alibaba Baidu Tencent Huawei and DJI adopting business model innovation with global inputs and impacts in different business sectors namely electronic commerce telecommunication network equipment social media mobile payment and drones In view of these recent developments we aim to further our understanding about the learning and innovation processes of Chinese firms in this edited volume

*Organisational Learning and Effectiveness* Denton John, 2002-01-04 Learning is increasingly seen as crucial to the success of organisations but many studies of the subject offer very little empirical evidence to substantiate this Based upon in depth research including over seventy interviews with managers and employees *Organisational Learning and Effectiveness* is an original and comprehensive analysis of learning organisations Contents include detailed case studies of five major international companies Coca Cola and Schweppes Beverages 3M Siebe Mayflower and Morgan Crucible the intellectual origins of organisational learning best practice in organisational learning the importance of leadership roles and skills a critical examination of the usefulness and relevance of organisational learning and effectiveness Integrating management theory and practice this volume is an extremely valuable resource for all those with an interest in organisational behaviour and human resource development *Doing Business in Emerging Markets* Sudhir Rana, Avinash K. Shrivastava, 2021-09-27 This volume presents a comprehensive analysis of the business financial and economic aspects of emerging markets Using case studies from India Turkey Bangladesh and Africa it discusses themes such as megaprojects infrastructure and sustainability cross border mergers and acquisitions a new paradigm for educational markets exports competitiveness work engagement in service sector mobile banking and crowdfunding and venture capital flow into emerging economies to focus

on the trade foreign investment financial and social progress of these economies The chapters review the current state learnings changing scenarios business practices and financial and economic perspectives across emerging markets while examining progression challenges and the way forward With its rigorous approach and topical content this book will be useful to scholars and researchers of management studies business management financial management business economics international business finance and marketing development studies and economics It will also interest policymakers and practitioners in the field

**Transformational Learning** Daniel R. Tobin, 1996-03-09 The first nuts and bolts guide to building a learning organization Transformational Learning supplies step by step guidance and the tools you need to put learning organization concepts into daily practice You ll learn how to align you group s learning initiatives with long range company goals develop a renewable learning system measure the group s learning vital signs develop partnerships with key leaders throughout the organization and much more And with the help of many instructive and inspiring case studies from major North American and international companies including Corning PPG Amoco and Sun Microsystems you ll discover how real people have successfully implemented transformational learning principles to help their organizations bounce back from crises sustain and magnify successes and forge a powerful new competitive edge Drawing upon more than 20 years of experience as a leading corporate education expert Tobin also introduces an array of original tools and techniques that have yielded remarkable results in case after case He describes a dynamic new model that helps companies maximize the capture and use of crucial information He details a revolutionary approach to benchmarking that helps you zero in on and exploit the best knowledge and skill resources available both within and outside your company And he provides a comprehensive new method for building a knowledge network and tying it effectively into your company s transformational goals

The Role of Expatriates in MNCs Knowledge Mobilization Stefania Mariano, Mirghani Mohamed, Qadir Mohiuddin, Pervez N. Ghauri, 2011-10-07 Explores the role of expatriates in the mobilization nurturing and sharing of knowledge between their original country and the MNCs host countries This title includes topics that are related to the management of knowledge and the tools methods and practices that can be customized to facilitate the transfer of knowledge in MNC settings

*Developing Managerial Competence* Jonathan Winterton, Ruth Winterton, 2002-03-11 Workplace training and education have increasingly been seen as pivotal factors in improving the abilities skills and competitiveness of industry and the aim of the Management Charter Initiative MCI was to improve managers practical competency in line with this Under the MCI qualification was gained by proving managerial competence in work related tasks rather than by studying for a theoretical educational qualification such as an MBA or degree This book provides a welcome and comprehensive analysis of the MCI within the context of modern management development It emphasizes the benefits of linking management development with organizational strategy and includes up to date analysis of how management development can be measured the first comprehensive assessment of the impact of using Management Standards practical illustrations with sixteen in depth case

studies of contemporary organizations This revealing book is endorsed by the MCI and includes a foreword by Professor Tom Cannon whose leadership spearheaded and developed the MCI itself      **Creating a Mentoring Culture** Lois J.

Zachary,2011-03-10 In order to succeed in today s competitive environment corporate and nonprofit institutions must create a workplace climate that encourages employees to continue to learn and grow From the author of the best selling The Mentor s Guide comes the next step mentoring resource to ensure personnel at all levels of an organization will teach and learn from each other Written for anyone who wants to embed mentoring within their organization Creating a Mentoring Culture is filled with step by step guidance practical advice engaging stories and includes a wealth of reproducible forms and tools      Accelerating Leadership Development Jocelyn Berard,2013-08-26 Proven strategies and innovative solutions for

developing and retaining successful leaders Many organizations today are facing a crisis of leadership As the Baby Boomer generation exits the workforce companies are struggling to find qualified leaders to fill critical roles Accelerating Leadership Development offers solutions for leadership development management and retention from award winning development firm Global Knowledge Accelerating Leadership Development provides a proven model to help companies develop high potential employees with the competencies and knowledge capital to assume critical roles successfully It includes practical and rigorous tools that enable organizations to identify targets and predict those targets success with six measurable factors With this proven development system companies can develop a pipeline of ready leaders with high levels of engagement and retention Features actionable effective principles and strategies for leadership development using a results oriented framework Chapters address communication and delegation strategies effective feedback models shifting of responsibility and accountability to direct reports and contemporary coaching and development approaches Based on in depth research and client interactions from one of the most prominent names in workforce development For any business that experiences a leadership failure or a lack of qualified leaders for vital positions the consequences can be devastating This practical and effective guide to leadership development offers real solutions for long term excellence      *Developing Effective Engineering*

*Leadership* Ray Morrison,Ray E. Morrison,Carl Ericsson,2003 This book will enable engineering organisations to manage their valuable knowledge resources and the people who possess them The authors show that the loss of experience and knowledge base due to staff turnover erodes corporate culture      **Learning to Change** National Research Council,Division

on Engineering and Physical Sciences,Board on Manufacturing and Engineering Design,Commission on Engineering and Technical Systems,Committee to Assess the Barriers and Opportunities to Improve Manufacturing at Small and Medium-Sized Companies,1993-02-01 Manufacturing firms large and small face massive change and adjustment as they move from a stable fault tolerant environment of long production runs to a volatile world in which production runs are short product characteristics are changing constantly and defect free on time production at decreasing prices is a condition for survival The necessary changes in the production organization include everything from the layout of the shop floor to the

distribution of authority between managers and workers The magnitude of these changes threatens to overwhelm the managerial capacities of firms regardless of their size This study examines the particularly vulnerable situation of small and mid size manufacturers and considers ways in which to help them undertake the many changes and adjustments necessary These include assimilating the new tools disciplines and philosophy of lean manufacturing embracing new ways of delegating responsibilities and developing new kinds of partnerships among customers suppliers and employees Lean Manufacturing William M Feld,2000-09-28 There are some very good books available that explain the Lean Manufacturing theory and touch on implementing its techniques However you cannot learn how to be lean from merely reading the theory And to be successful in the real work environment you need a clear comprehension of how lean techniques work rather than just a remote understanding Internal Marketing William Winston,Dennis J Cahill,2012-10-12 In today s business world competence is no longer enough in an employee competent employees are merely a starting point Internal Marketing Your Company s Next Stage of Growth details how you can improve employee effectiveness and therefore businessby marketing your firm to employees so they can more effectively serve outside customers and consumers Employees need to be knowledgeable about their firm and confident in it and its products and services in order to perform their duties in an optimal manner From this book you will gain a thorough knowledge and understanding of the concept of internal marketing how it can be implemented and the benefits that will result **The University Library as Learning Organization for Innovation** Rena Kathleen Fowler,1997 *The Impact of Shared Vision on Leadership, Engagement, and Organizational Citizenship* Richard Eleftherios Boyatzis, Kylie Rochford,Scott N. Taylor,2015-10-28 According to management and psychology courses as well as legions of consultants in organizational psychology shared vision in dyads teams and organizations can fill us with hope and inspire new possibilities or delude us into following false prophets However few research studies have empirically examined the impact of shared vision on key organizational outcomes such as leadership effectiveness employee engagement organizational citizenship coaching and organizational change As a result the field of organizational psychology has not yet established a causal pattern of whether if and how shared vision helps dyads teams and organizations function more effectively The lack of empirical work around shared vision is surprising given its long standing history in the literature Bennis and Nanus 1982 showed that distinctive leaders managed attention through vision The practitioner literature has long proclaimed that vision is a key to change while Conger and Kanungo 1998 discussed its link to charismatic leadership Around the same time positive psychology appeared in the forms of Appreciative Inquiry Cooperrider Sorensen Whitney Yaeger 2000 and Positive Organizational Scholarship Cameron Dutton Quinn 2003 In this context a shared vision or dream became a legitimate antecedent to sustainable change But again empirical measurement has been elusive More recently shared vision has been the focus of a number of dissertations and quantitative studies building on Intentional Change Theory ICT Boyatzis 2008 at dyad team and organization levels of social systems These

studies are beginning to lay the foundations for a systematic body of empirical knowledge about the role of shared vision in an organizational context For example we now know that shared vision can activate neural networks that arouse endocrine systems and allow a person to consider the possibilities of a better future Jack Boyatzis Leckie Passarelli Khawaja 2013 Additionally Boyatzis Akrivou 2006 have discussed the role of a shared vision as the result of a well developed set of factors that produce a desired image of the future Outside of the organizational context positive visioning has been known to help guide future behavior in sports psychology Loehr Schwartz 2003 medical treatment Roffe Schmidt Ernst 2005 musical performance Meister Krings Foltys Boroojerdi Muller Topper Thron 2004 and academic performance Curry Snyder Cook Ruby Rehm 1997 This Research Topic for Frontiers in Psychology is a collection of 14 original papers examining the role of vision and shared vision on a wide variety of desired dependent variables from leadership effectiveness and executive performance to organizational engagement citizenship and corporate social responsibility and how to develop it through coaching *Proceedings. College Industry Education Conference* ,1994 *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 **Library** **Management Quarterly** ,1994 Organizational Learning in Financial Decision Processes of Small, Independent Colleges Michele Loriot Genthon,1997

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