

Re-Educating the Corporation

Foundations
for the Learning
Organization

Daniel R. Tobin

Reeducating The Corporation Foundations For The Learning Organization

Denton John



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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

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