

Organizational Learning and Competitive Advantage

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Organizational Learning And Competitive Advantage

Peter Herriot, Carole Pemberton



Organizational Learning And Competitive Advantage:

Organizational Learning and Competitive Advantage Bertrand Moingeon, Amy Edmondson, 1996-08-13 In this volume contributors from the fields of both strategic management and organizational behaviour have been brought together to explore the relationship between organizational learning and competitive advantage In their editorial introduction Edmondson and Moingeon trace changes within the fields of strategy and organizational development that have encouraged a more integrative approach On the strategy side the emergence of the resource view of the firm has drawn attention to the importance of firm specific resources including knowledge and how it is acquired as sources of competitive advantage On the other hand organizational development practitioners have become increasingly interested in relating their traditional tasks more firmly to strategic business issues and concerns The topic of organizational learning can thus be seen as a bridge which is the intention of this volume to begin constructing between these two fields The papers presented in this book offer a rich variety of concepts frameworks and provocative ideas on organizational learning and its strategic implications In addition the theoretical presentations are often supported by reports of the results of original research in a number of companies Management Learning This book takes an important first step towards integrating theories of competitive advantage and organizational learning a rapprochement which can come none too soon for the management practitioner Peter Senge Director of the Center for Organizational Learning MIT Sloan School of Management USA Organizations need to develop learning strategies to survive and develop in increasingly uncertain and changing markets In this book researchers from Europe and the United States explore theories of strategic management and organizational behaviour to establish a link between learning processes and competitive advantage within a variety of organizational settings The diverse multidisciplinary approach takes an important step towards developing a new integrative theory of management

Organizational Learning Gilbert Probst, Bettina S. T. Büchel, 1997 In order to remain flexible and gain a lasting competitive advantage today's organizations need to understand the process of organizational learning and be able to adapt accordingly This book provides an overview of the key characteristics of a learning organization and demonstrates how all organizations can achieve their learning potential Several case studies in the book are Asea Brown Boveri's training systems IBM Volkswagen and Digital Equipment Europe The book describes obstacles to learning and shows how they can be overcome *Competitive Advantage Through Diversity* Peter Herriot, Carole Pemberton, 1995-01-24 How can organizations foster the innovation and learning so central to their survival and success This stimulating and accessible book argues that effective organization is the process of collaborative learning drawing on and developing the capacity of every member of an organization to know beyond existing parameters and experience In this context organizational diversity is not a disadvantage to be overcome but a key resource facilitating creativity and learning Part One focuses on people It explores the range of contributions and knowledge that different individuals and groups bring to organizations and the importance of

appreciating and working with diversity The second part is concerned with *Organizational learning and competitive advantage* Vlado Dimovski, Bernard C. Reimann, 1994 Organizational Learning as a Source of Competitive Advantage Bertrand Moingeon, 1995 **Organizational Learning and Competitive Advantage** Vlado Dimovski, 1996 **Achieving Competitive Advantage Through Organizational Learning** Naveed Akhtar, 2012-04 The concept of organizational learning has been the area of attention for academicians practitioners and researchers for decades Organizational developments as a subject realized the significance of cognitive learning and behavioral development and embraced the idea of learning organization because of its potential to create and sustain competitive advantage in an organization This book explores the characteristics of a learning organization and examines the relationship of organizational learning and competitive advantage Petroleum companies of Pakistan were chosen as research environment because of their knowledge intensive and learning oriented nature Literature revealed systems thinking mental models culture shared vision mission leadership knowledge information flow personal mastery growth and team learning as antecedents of a learning organization All characteristics are statistically significant Shared Vision and Systems Thinking emerged as most significant contributors It signifies that if the concept of learning organization is instituted with strategic intent can provide a sustainable advantage

Workplace Learning & Development Jackie Clifford, Sara Thorpe, 2007 Learning and development is essential to organizational success Training courses were traditionally used as the key method of teaching but the focus is increasingly shifting to individuals and managers adopting a more flexible approach to learning Organizations want to ensure that their employees are not just learning new skills but are using their existing skills to maximum effect Workplace Learning and Development guides managers and employees through the concept of workplace learning It identifies the variety of flexible learning strategies and methods explains how to select the right method for a specific situation and illustrates how these methods can add value to overall performance Real life examples of workplace learning give readers insight into how the process works and how they can use these tools for their specific needs *Organizational Learning* Abebe Kebie Hunegnawu, 2019 The purpose of this paper was to undertake a critical integrative review of the models of competitive advantage in lieu of the theory of organizational learning The review revealed that there is considerable diversity of thoughts about how business enterprises attempt to establish a competitive advantage It has been learned that the resource based view the market based view the knowledge based view and the capabilities view and the transient view of competitive advantage are complementary to each other Organizational may base their competitive advantage strategies based on one or a creative mix of any of these views However in the present day dynamic and knowledge based business environment it is crucial for organizations transform themselves into a learning organization to remain competitive Organizational Learning John R. Gallagher, 1999 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 Organizational 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

COMPETITIVE ADVANTAGE THROUGH DIVERSITY

ORGANIZATIONAL LEARNING FROM DIFFERENCE. PETER; PEMBERTON HERRIOT (CAROLE.), Managing Knowledge for Sustained Competitive Advantage Susan E. Jackson, Angelo DeNisi, Michael A. Hitt, 2003-06-03 This eighteenth volume in the Jossey Bass Organizational Frontiers Series provides an in depth examination of how I O psychologists can help find recruit and manage knowledge The authors explain the nature of different types of knowledge how knowledge based competition is affecting organizations and how these ideas relate to innovation and learning in organizations They describe the strategies and organizational structures and designs that facilitate the acquisition and development of knowledge And they discuss how continuous knowledge acquisition and innovation is promoted among individuals and teams and how to foster the creation of new knowledge In addition they explain how to assess the climate and culture for organizational learning measure and monitor knowledge resources at the organizational level and more *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

Organizational Learning, Competitive Advantage, and Performance Chi Kin Yim, David K. Tse, T. S. Chan, 2002 Knowledge Management For 1 Competitive Advantage Harish Chandra Chaudhary, 2005-12 Aims to study the importance of knowledge management in organizations This work reviews and presents the state of knowledge management

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

Individual, Team and Organizational Learning Christopher Ching Ann Chan, Murdoch University, 2002 Process Improvement and Organizational Learning Ned F. Kock, 1999-01-01 Process improvement can itself be considerably improved by the use of information technology Distributed and a synchronous group support systems such as e mail computer conferencing and the World Wide Web are likely to play a major role in this improvement Process Improvement and Organizational Learning The Role of Collaboration Technologies analyzes the relationship between collaborative technologies process improvement and

organizational learning It is based on the author s experiences in numerous process focused organizational development projects where process improvement groups were aided by the support of collaborative technologies STRATEGIC ALLIANCES, ORGANIZATIONAL LEARNING AND COMPETITIVE ADVANTAGE: THE HRM AGENDA VLADIMIR PUCIK,1988

Organizational Learning And Competitive Advantage Book Review: Unveiling the Power of Words

In some sort of driven by information and connectivity, the energy of words has become more evident than ever. They have the ability to inspire, provoke, and ignite change. Such may be the essence of the book **Organizational Learning And Competitive Advantage**, a literary masterpiece that delves deep to the significance of words and their impact on our lives. Published by a renowned author, this captivating work takes readers on a transformative journey, unraveling the secrets and potential behind every word. In this review, we shall explore the book is key themes, examine its writing style, and analyze its overall affect readers.

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