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Organisational Learning And Effectiveness

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Denton, 2001 Philosophy And Practice Of Organizational Learning, Performance And Change Jerry W Gilley, Peter Dean, Laura Bierema, 2008-11-06 In this book the authors integrate the three dominant approaches to organizational development learning performance and change to create a dynamic lens through which to analyze any HRD program or initiative Organisational Learning in the Automotive Sector Dr Penny West, Penny West, 2002-01-04 This book considers the concepts of organisational learning and the learning organisation and critically examines their take up within the context of four contemporary work organisations in the European automotive sector Within this dynamic environment the pursuit and implementation of approaches that encourage individuals to learn and challenge existing orthodoxy are now dominant on the management agenda Changes to processes structures cultures and the employment relationship per se **Development Effectiveness in Organisations** Thomas N. Garavan, Fergal O'Brien, James Duggan, Claire Gubbins, Yanging Lai, Ronan Carbery, Sinead Heneghan, Ronnie Lannon, Maura Sheehan, Kirsteen Grant, 2020-07-29 This book offers an integrated and contextualised framework for learning and development L however there is some ambiguity concerning the effectiveness of these activities and it largely remains unclear how they can be best implemented This book seeks to address this gap in the literature The authors propose a framework for L D effectiveness based on key findings from reviews empirical research and meta analyses as well as previously established theoretical frameworks within the field Combining theory and practice the new framework this book offers provides key guidance for L D practitioners and researches interested in the area Personal Knowledge Management, Leadership Styles, and Organisational Performance Vissanu Zumitzavan, Jonathan Michie, 2015-02-26 This book presents unique management perspectives from Thailand s Healthcare Industry It focuses on the areas of Personal Knowledge Management Leadership Styles and Organisational Performance The book highlights the various business challenges that organisations face in the context of globalisation which itself has produced new opportunities and difficulties alike In addition it also elaborates on how even large organisations with strong histories can no longer compete unless they are willing to adapt to changing conditions Demonstrating how transferring and encouraging knowledge within an organisation can generate approaches that promote its continuing success the book mainly focuses on the perspective of the Resource Based View a broadly recognised method for maintaining the competitive advantages of an organisation It also stresses the importance of making the most use of organisational resources The book offers a valuable reference work not only for practitioners and academic researchers in the fields of Business Management but also for students taking Leadership Management Organisational Learning and Organisational Performance Appraisal courses serving as a sourcebook for the principles of successful management Managing **Effective Relationships in Education** Carol Cardno, 2012-03-19 This is an important book and essential reading for all leaders in education Carol Cardno expertly shows how effectiveness can be enhanced when complex problems are openly collaboratively and trustingly resolved This book offers a refreshing insight into the complexities of being a leader and

exercising effective leadership in modernised organisations Professor Tanya Fitzgerald La Trobe University Melbourne Combining a theoretical and a practical approach this book provides a guide to educational administration management and leadership across sectors. The author focuses on two particular topics organisational learning and dilemma management More specifically the author looks at how to bring about productive relationships in order to solve complex problems By drawing attention to particular sets of theory and practice Cardno presents seminal and recent research that can be applied to practice in an original way The author demonstrates that effectiveness is enhanced when complex problems are resolved collaboratively and trustingly Productive relationships are shown to rely on openness and dialogue This book will stimulate and support practising and aspiring educational leaders at all levels and in all types of educational organisations Students practitioners and researchers in the early childhood school and tertiary sectors will find this book to be indispensable Dr Carol Cardno is Professor of Educational Management and until recently was Head of the School of Education at United Institute of Technology She has held several school management positions and was principal of Waitakere College before Cases on Performance Measurement and Productivity establishing an Educational Management Centre at Unitec in 1991 Improvement: Technology Integration and Maturity Khosrow-Pour, Mehdi, 2012-08-31 One of the main aspects of an organization is the efficiency of managerial concerns daily interactions and the design and implementation of its business system Therefore integrating the latest technology is vital in assisting in the performance and productivity improvement of an organization Cases on Performance Measurement and Productivity Improvement Technology Integration and Maturity highlights the successes and failures which have shaped the modern business as well as the technological solutions taken to improve the organizational system Providing essential research on these applied innovations this collection of case studies appeals to both academics and practitioners in the business and IT management fields Leading Organizational Learning Frances Hesselbein Leadership Institute, 2004-03-11 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 2nd European Conference on the Impact of Artificial Intelligence and Robotics Florinda Matos, 2020-10-22 These proceedings represent the work of contributors to the 2nd European Conference on the Impact of Artificial Intelligence and Robotics ECIAIR 2020 hosted by ACI and Instituto Universit rio de Lisboa ISCTE IUL Portugal on 22 23 October 2020 The Conference Chair is Dr Florinda Matos and the Programme Chairs are Dr Ana Maria de Almeida and Prof Isabel Salavisa all from Instituto Universit rio de Lisboa ISCTE IUL Portugal Organisational Learning Roderick Smith, 2016-04-28 Organizational Learning An Integrated HR and Knowledge Management Perspective draws on a broad and multi disciplinary base to look at the origins and practice of organizational learning It critically considers the nature of organizational knowledge as a social construct pedagogical issues around learning as individuals groups teams and whole organisations and technological issues around the development of knowledge based information systems Supporting case studies are provided throughout the book and readers will also benefit from a companion website which expands on the key themes of the text Organizational Learning will enable readers to develop and implement strategies for ensuring long term access to the embedded knowledge and experience of an organization This textbook will be invaluable reading for undergraduate and postgraduate students on organizational learning HRM and knowledge management courses ECKM 2020 21st European Conference on Knowledge Management Professor Alexeis Garcia-Perez, 2020-12-02 Knowledge Management and Competitive Advantage: Issues and Potential Solutions Chilton, Michael A., 2013-10-31 This book examines current research in support of knowledge management by focusing on how knowledge resources can be used to create and sustain competitive advantages combining imitation and innovation theories Provided by publisher Business Partnerships and Organizational Performance Wei Jiang, 2014-03-14 In the rapidly changing business world only a small percentage of firms are able to survive and prosper despite recessions industrial evolutions and economic changes An often asked question is What determines a firm's sustainable competitive advantage One of the most popular competitive strategies is partnering with other firms So How do firms make intelligent and informed decisions when it comes to selecting business partners to utilizing available resources and capabilities in partnerships and to managing relations to maximize partnership benefits This book studies 300 firms across various industries providing readers with a comprehensive view of how firms develop sustainable competitive advantages by establishing business partnerships Young academics and experienced researchers alike will find solid theoretical foundations and fresh business insights Organising Knowledge J. Gadner, R. Buber, L. Richards, 2003-11-13 The organization processing and representation of knowledge becomes increasingly important in all scientific and business contexts This book focuses on qualitative methods for knowledge organization and their contributions to knowledge based issues of marketing management research Besides theoretical discussions of different approaches to and definitions of knowledge and methods

for knowledge organization several case studies in the field of marketing management are presented Questions of research Organisational Learning design adequate choice of methodologies and practical relevance of the results are addressed Performance Through Learning Kurt April, Carol and Its Effectiveness Mohammed Ashraf Ali, Sarfaraz Javed, 2016 Gorelick, 2016-05-11 Performance Through Learning is a practical guide to the key issues surrounding knowledge management from a human resource perspective and provides incisive insights into developing a strategy linked to organizational learning The authors present a framework and model that practitioners within organizations can adapt to increase performance through learning using knowledge management tools. The book is divided into two parts and includes An overview of theory Case studies and practitioner stories from a range of KM initiatives Tools and techniques for implementing an effective KM strategy Written by a respected international author team the book provides an understanding of the theory that supports knowledge management in the current business environment Drawing upon real life examples across a variety of organizational settings from large global financial and professional services firms to multinational oil and mining companies to a small charity in the voluntary sector Organizational Learning from Performance Feedback: A Behavioral Perspective on Multiple Goals Pino G. Audia, Henrich R. Greve, 2021-02-18 This Element synthesizes the current state of research on organizational learning from performance feedback and develops a new perspective that deals with the influence of multiple goals In keeping with the centrality of motives in Cyert March's influential model this new perspective rests on a foundation of individual level behaviors that are responsive to mechanisms at the organizational and environmental level of analysis A key aim is to lay out an agenda for a new wave of empirical research on the interconnections of decision makers organizations and the environment that influence organizational responses to performance

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