Dimensions Of The Learning Organization

The rapidly changing and, at times, excessively complex nature of development work demands diverse competences from aid agencies such as the Asian Development Bank. The learning challenges these present require the ability to work more reflectively in a turbulent practice environment. This publication broadly defines a learning organization as a collective undertaking, rooted in action, that builds and improves its own practice by consciously and continually devising and developing the means to draw learning from its own (and others') experience. It identifies the 10 challenges that ADB must overcome to develop as a learning organization and specifies practicable next steps to conquer each. It can help deliver the increased development effectiveness that Strategy 2020, ADBs long term strategic framework for 2008-2020, seeks.

Peter Senge, founder and director of the Society for Organisational Learning and senior lecturer at MIT, has found the means of creating a 'learning organisation'. In The Fifth Discipline, he draws the blueprints for an organisation where people expand their capacity to create the results they truly desire, where new and expansive patterns of thinking are nutured, where collective aspiration is set free, and where people are contually learning together. The Fifth Discipline fuses these features together into a coherent body of theory and practice, making the whole of an organisation more effective than the sum of its parts. Mastering the disciplines will: *Reignite the spark of learning, driven by people focused on what truly matters to them. *Bridge teamwork into macro-creativity. *Free you from confining assumptions and mind-sets. *Teach you to see the forest and the trees. *End the struggle between work and family time. The Fifth Discipline is a remarkable book that draws on science, spiritual values, psychology, the cutting edge of management thought and Senge's work with leading companies which employ Fifth Discipline methods. Reading it provides a searching personal experience and a dramatic professional shift of mind. This edition contains more than 100 pages of new material about how companies are actually using and benefiting from Fifth Discipline practices, as well as a new foreword from Peter Senge about his work with the Fifth Discipline over the last 15 years.

Improve the quality of organizational learning in your school and address how current demands for rapid change and accountability contribute to levels of fear and stress. The author draws on educational, psychological, and neuroscientific research to show how leaders can change the prevailing emotional climate or tone of a school to promote deeper learning at all levels.

The concept of the 'learning organization' is one of the most popular management ideas of the last few decades. Since it was conceived as an idea in its own right, it has been given various definitions and meanings, such that we are still faced with the question as to whether any unified understanding of what the learning organization really is can be established. This Handbook offers extensive reviews of both new and traditional perspectives on the concept and provides suggestions for how the learning organization can best be defined, practiced, studied, and developed in future research. With contributions from long-standing scholars in the field as well as those new to the area, this book aims to bridge the gap between traditional and more critical perspectives, and in doing so build a culture of continuous learning organization and suggesting updated and even new definitions, the chapters also provide focused explorations on pertinent aspects of the learning organization such as ambidexterity, gender inclusivity, and systems thinking. They also survey organizations that have made efforts towards becoming learning organizations, how the learning organization can best be measured and studied, and the universality of the idea itself. Some of the questions raised in this book are answered, or at least given tentative answers, while other questions are left open. In this way, the book has the ambition to take the learning organization an important step further, whilst having no intention to take any final step; instead, the intention is that others will endeavour to continue where this book stops.

Extending the Field

The Impact of the Dimensions of the Learning Organization on the Transfer of Tacit Knowledge Process and Performance Improvement Within Private Manufacturing Firms in Colombia

Perceptions of Organizational Learning in Air Operations Centers

Dimensions of the Learning Organization as Determinants of Organizational Performance in Nonprofit Organizations

The Learning Company

This essential best-practices toolkit with lessons from world-class leaders—FedEx, Nokia, Alcoa, Whirlpool, Microsoft, and others—tells how to successfully transform an organization into one that not only continually learns from its experiences but quickly translates that knowledge into improved performance. Rich with hands-on tools and dozens of new examples and case studies, this highly anticipated updated edition of the award-winning Building the Learning Organization puts the power of the author's Systems Learning Organization model into the hands of any manager who wants to participate in building, maintaining, and sustaining the next generation of learning organizations.

The perfect picture book to teach children about the importance of washing their hands. There's a very special guest at the school for little animals, and her name is Doris - Doris the Doctorpus. She's here to help the animals learn to wash their hands because of something very very small called GERMS! Doris explains that washing your hands can send germs packing and she's got her very own hand-washing song too. A funny and reassuring story that's perfect for calming worried little ones while reinforcing the importance of keeping hands super-clean. A donation of 50p per copy sold will be donated in aid of the NHS Charities Together COVID-19 Urgent Appeal.

The defining attributes of the 21st-century economy and fourth industrial revolution are innovation, technology, globalization, and a rapid pace of change. Therefore, an organization's capacity to enhance the capabilities of its workforce and create a culture of continuous learning are vital to remaining competitive. These trends make an effective learning-and-development (L&D) function more critical than ever. This compendium of articles, from L&D professionals at McKinsey & Company, discusses every facet of professional development and training-from ensuring that L&D's efforts are closely aligned with business strategy to elements of advancing the L&D function, designing learning solutions, deploying digital learning, executing flawlessly, measuring impact, and ensuring good governance. For L&D professionals seeking to hone their organization's efforts, Elevating Learning & Development: Insights and Practical Guidance from the Field is the ideal resource.

In order to remain competitive, organizations must adapt to transforming environments at a rapid pace. As such, managers and employees need to constantly update their knowledge and skills, particularly as businesses become more digital and global. Educational and Social Dimensions of Digital Transformation in Organizations provides emerging research exploring the theoretical and practical aspects of evolving organizations and maintaining sustainable business strategies through digital environments. Featuring coverage on a broad range of topics such as consumer relationships, organizational knowledge, and enterprise social networks, this publication is ideally designed for graduate-level students, managers, educational administrators, IT professionals, researchers, and system developers seeking current research on organizational preparedness and technological adaptation.

Learning Organizations

Elevating Learning & Development (paperback)

A Framework to Build a Smarter Workforce, Adapt to Change, and Drive Growth

Sculpting the Learning Organization

Ten Steps to a Learning Organization

Dimensions of the Learning Organization and the Financial, Knowledge, and Mission Performance of Community Colleges

This book constitutes the thoroughly refereed post-workshop proceedings of the 4th International Symposium, SETE 2019, held in conjunction with ICWL 2019, in Magdeburg, Germany, in September 2019. The 10 full and 6 short papers presented together with 24 papers from 5 workshops were carefully reviewed and selected from 34 submissions. The papers cover the latest findings in various areas, such as: virtual reality and game-based learning; learning analytics; K-12 education; language learning; design, model and implementation of e-learning platforms and tools; digitalization and industry 4.0; pedagogical issues, practice and experience sharing.

Educators know it's important to get students to engage in "higher-order thinking." But what does higher-order thinking actually look like? And how can K-12 classroom teachers assess it across the disciplines? Author, consultant, and former classroom teacher Susan M. Brookhart answers these questions and more in this straightforward, practical guide to assessment that can help teachers determine if students are actually displaying the kind of complex thinking that current content standards emphasize. Brookhart begins by laying out principles for assessment in general and for assessment of higher-order thinking in particular. She then defines and describes aspects of higher-order thinking according to the categories established in leading taxonomies, giving specific guidance on how to assess students in the following areas: * Analysis, evaluation, and creation * Logic and reasoning * Judgment * Problem solving * Creativity and creative thinking Examples drawn from the National Assessment of Educational Progress and from actual classroom teachers include multiple-choice items, constructed-response (essay) items, and performance assessment tasks. Readers will learn how to use formative assessment to improve student work and then use summative assessment for grading or scoring. Aimed at elementary, middle, and high school teachers in all subject areas, How to Assess Higher-Order Thinking Skills in Your Classroom provides essential background, sound advice, and thoughtful insight into an area of increasing importance for the success of students in the classroom--and in life.

A mulit-purpose guide on how to turn every institution into a vital contributor to all its stakeholders. Peter Kline and Bernard Saunders have demystified the learning organization and translated its abstract and fuzzy notions into and extremely practical competitive strategy.

This book constitutes the refereed proceedings of the Second International Conference on Innovative Technologies and Learning, ICITL 2019, held in Tromsø, Norway, in December 2019. The 85 full papers presented together with 4 short papers were carefully reviewed and selected from 189 submissions. The papers are organized in the following topical sections: application and design of innovative learning software; artificial intelligence and data mining in education; augmented and virtual reality in education; computational thinking in education; design and framework of learning systems; educational data analytics techniques and adaptive learning applications; evaluation, assessment and test; innovative learning in education; mobile learning; new perspectives in education; online course and web-based environment; pedagogies to innovative technologies; social media learning; technologies enhanced language learning; and technology and engineering education.

Second International Conference, ICITL 2019, Tromsø, Norway, December 2–5, 2019, Proceedings

The Relationship Between Learning Organization Dimensions and Performance in the Nonprofit Sector

Lessons in the Art and Science of Systemic Change

Second edition

Developing Cultures for Tomorrow's Workplace

Designing the Smart Organization

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Lean ITEnabling and Sustaining Your Lean TransformationCRC Press
Organizational developers, management developers, senior to middle managers, consultants.
Winner of a Shingo Research and Professional Publication Award Information Technology is supposed to enable business performance and innovation, improve service levels, manage change, and maintain quality and stability,
all while steadily reducing operating costs. Yet when an enterprise begins a Lean transformation, too often the IT department is either left out or viewed as an obstacle. What is to be done? Winner of a 2011 Shingo
Research and Professional Publication Award, this book shares practical tips, examples, and case studies to help you establish a culture of continuous improvement to deliver IT operational excellence and business value to
your organization. Praise for: ...will have a permanent place in my bookshelf. —Gene Kim, Chief Technology Officer, Tripwire, Inc. ... provides an unprecedented look at the role that Lean IT will play in making this
revolutionary shift and the critical steps for sustained success. —Steve Castellanos, Lean Enterprise Director, Nike, Inc. Twenty years from now the firms which dominate their industries will have fully embraced Lean
strategies throughout their IT organizations. —Scott W. Ambler, Chief Methodologist for Agile and Lean, IBM Rational ... a great survival manual for those needing nimble and adaptive systems. —Dr. David Labby, MD, PhD,
Medical Director and Director of Clinical Support and Innovation, CareOregon ... makes a major contribution in an often-ignored but much-needed area. —John Bicheno, Program Director MS in Lean Operations, Cardiff
University ... a comprehensive view into the world of Lean IT, a must read! —Dave Wilson, Quality Management, Oregon Health & Science University
What is a learning organization? What are the advantages of creating one? Why should a company want to become a learning organization? Where does one start? Learning Organizations: Developing Cultures for Tomorrow's
Workplace contains essays by thirty-nine of the most respected practitioners and scholars of this topic. This definitive collection of essays is rich in concept and theory as well as application and example. Lead authors
include Harvard's Rosabeth Moss Kanter, London Business School's Professor Emeritus Charles Handy, and MlT's Fred Kofman and Peter Senge. The thirty-two essays in this comprehensive collection are presented in four main
parts: 1. Guiding Ideas 2. Theories/Methods/Processes 3. Infrastructure 4. Arenas of Practice
Developing Schools as Learning Organisations in Wales
Systems Intelligence - Discovering a Hidden Competence in Human Action and Organizational Life
A Quantitative Study
4th International Symposium, SETE 2019, Held in Conjunction with ICWL 2019, Magdeburg, Germany, September 23-25, 2019, Revised Selected Papers
Building the Learning Organization
Handbook of Research on the Learning Organization
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The application of emerging multimedia innovations can significantly benefit organizations across different sectors. These tools aid in increasing competitive advantage and optimizing knowledge management. Evaluating Media Richness in Organizational Learning is an essential reference source for the latest scholarly research on the application of computational tools for knowledge management frameworks and strategies in organizations. Featuring a broad range of coverage on topics and perspectives such as web semantics, product innovation, and knowledge sharing, this book is ideally designed for researchers, consultants, practitioners, professionals, and upper-level students seeking current information on ways to facilitate business innovation and achieve competitive advantage.

An essentials practices toolkit which tells how to successfully transform an organization into one that learns continuously.

The authors give guidance and advice on how to facilitate the complex change interventions that are required to build learning into the system so that it makes a difference. They highlight the need for business leaders and development professionals to work together.

This volume focuses on the implications of digital technologies for educators and educational decision makers that is not widely represented in the literature. While there are many volumes on how one might integrate a particular technology, there are no volumes on how digital technologies can or should be exploited to address the needs and propel the benefits of large-scale teaching, learning and assessment.

Campus Housing Departments as Learning Organizations

Facilitating Learning Organizations

Leading a Learning Organization

A Strategy for Sustainable Development

Leadership and the E-Learning Organization

Adaptation and Context

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A critical characteristic of human service organizations is their capacity to learn from experience and to adapt continuously to changing external conditions such as downward pressure on
resources, constant reconfiguration of the welfare state and rapidly changing patterns of social need. This invaluable, groundbreaking volume discusses in detail the concept of the learning
organization, in particular its relevance to social work and social services. Contributors join together from across Europe, North America and Australia to explore the development of the
learning organization within social work contexts and its use as a strategic tool for meeting problems of continuous learning, supervision and change. The volume addresses a range of
important topics, from strategies for embedding learning and critical reflection in the social work learning organization, to the implications of the learning organization for the new
community-based health and social care agenda.
The relationship between learning organization dimensions and performance in the nonprofit sector.
This book is designed to extend the field of organizational learning in several ways. The contributors from three continents bring different perspectives on processes and outcomes of
knowledge creation and sharing in and between organizations in diverse contexts. They use approaches and concepts from numerous disciplines including the arts, economics, geography,
organizational studies, psychology, and sociology. The contributions enrich the spatial turn in organization studies by offering fresh insights for researchers who seek to attend to the
contextual dimensions of the phenomena they are studying. They provide examples of organizational places and spaces that have not yet received sufficient attention, as diverse as temporary
international organizations and computer screens.
Filling a gap in the literature, this book offers an innovative interdisciplinary approach to learning for corporate strategic development, linking the domains of strategy, organizational
design, and learning. To demonstrate how this process drives the boundaries of the practice way beyond the established notion of simple training and management education, the book is filled
with detailed case studies from leading global organizations, including Siemens, ABB, BASF, the US Army, PricewaterhouseCoopers, EADS, Novartis, and more. These studies reveal how large-
scale corporations are using the power of dynamic corporate learning approaches to drive innovation, enhance cultural values, master post-merger integration, transform business models,
enhance leadership culture, build technological expertise, foster strategic change processes, and ultimately increase bottom line results. For any company that wants to compete in the 21st
century, Designing the Smart Organization offers inspiring perspectives for integrating corporate learning as a core business practice that will create sustainable strategic and
organizational capabilities.
The Dimensions of the Learning Organization as Performance Indicators in the Church
Learning for Change in ADB
Quantum Leadership
Balancing the Tension between Digital Technologies and Learning Sciences
Digital Transformation of Learning Organizations
Social Work, Critical Reflection and the Learning Organization
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Quantum Leadership: Advancing Innovation, Transforming Health Care, Fourth Edition is a revised edition of a best-selling graduate level leadership textbook. The text is based on current concepts of leadership, data, and research related to the complexities of leadership.The Fourth edition has been revised to include new elements and ideas around leadership concepts to educate students as well as serve as an outstanding source of reference. This text is a seminal work on the issue of complexity leadership as applied to healthcare. There are very few other references that have the clarity, depth, and detail essential to enumerate this topic in healthcare organizations. It is especially valuable for graduate programs and DNP programs as it provides a foundation for contemporary leadership and emphasizes the role characteristics necessary to lead complex organizations. The new edition will feature an additional chapter on complexity leadership in health reform in order to incorporate the newer requisites of the Patient Protection Affordable Care Act in a way that is relevant to leadership development and capacity. The addition of case studies found within each chapter help in the translational work. New application exercises will be made available via "The Quantum Workbook" as a supplement for learning. Additional updates to the text include: chapter podcasts, additional translational and learning material related to chapter case studies. Lastly, all references have been revised and updated to reflect the most current evidence around learning leadership. This timely Handbook establishes the 'contextualization' of the learning organization idea as a research field.

This book is open access under a CC BY-NC 3.0 IGO license. This book comprehensively covers topics in knowledge management and competence in strategy development, management techniques, collaboration mechanisms, knowledge sharing and learning, as well as knowledge capture and storage. Presented in accessible "chunks," it includes more than 120 topics that are essential to high-performance organizations. The extensive use of quotes by respected experts juxtaposed with relevant research to counterpoint or lend weight to key concepts; "cheat sheets" that simplify access and reference to individual articles; as well as the grouping of many of these topics under recurrent themes make this book unique. In addition, it provides scalable tried-and-tested tools, method and approaches for improved organizational effectiveness. The research included is particularly useful to knowledge workers engaged in executive leadership; research, analysis and advice; and corporate management and administration. It is a valuable resource for those working in the public, private and third sectors, both in industrialized and developing countries.

This study investigated perceptions of organizational learning in two AOCs using a pair of mutually exclusive and naturally occuring groups: (a) CRM-exposed personnel; and (b) non-CRM-exposed

personnel.

Now Wash Your Hands!

Learning Organization Dimensions and Motivation to Transfer Learning in Large Firm Information Technology Employees

Making Learning Count

Lean IT

Achieving Strategic Advantage Through a Commitment to Learning

Assessing Learning Culture and Organizational Performance

From their unique perspective as adult educators experienced in the work of organizational change, the authors show both human resource professionals, as well as front line managers and others, how people learn and how to support that learning. They show how individual learning acts as a catalyst for group and organizational learning in such key areas as employee involvement, self-directed teams, and the balance of work and home life. Eighteen illustrative case vignettes feature companies such as AT&T, IBM, and Esso Petroleum.

This open access volume provides insight into how organizations change through the adoption of digital technologies. Opportunities and challenges for individuals as well as the organization are addressed. It features four major themes: 1. Current research exploring the theoretical underpinnings of digital transformation of organizations. 2. Insights into available digital technologies as well as organizational requirements for technology adoption. 3. Issues and challenges for designing and implementing digital transformation in learning organizations. 4. Case studies, empirical research findings, and examples from organizations which successfully adopted digital workplace learning.

The purpose of this study was to examine the learning culture in campus housing departments and assess its relationship to organizational performance. The research questions guiding this study looked at (1) the extent to which campus housing departments exhibited the characteristics of a learning organization; (2) how perceptions of the learning organization differed by institutional type, organizational structure, reporting lines, and involvement in a public-private partnership; (3) how perceptions of organizational performance differed by institutional type, organizational structure, reporting lines, and involvement in a public-private partnership; (4) the extent to which the learning organization explained variance in organizational performance; (5) and which dimensions of a learning organization contributed most to organizational performance. This study used an adapted version of Watkins and Marsick's (1997) 21-item Dimensions of a Learning Organization Questionnaire (DLOQ). The survey asked respondents about learning culture, organizational performance, and institutional characteristics. Learning culture was measured through the seven dimensions of continuous learning opportunities, promotion of dialogue and inquiry, collaboration and team learning, empowerment towards a shared vision, embedded learning systems, system connections to the environment, and strategic leadership for learning. This study used financial performance, knowledge performance, and educational performance to measure organizational performance. Respondents were Senior Housing Officers (SHO) at colleges and universities in the United States. The data were analyzed using descriptive statistics, multivariate analysis of variance (MANOVA), and multiple regression. This study reaffirmed the positive relationship between the learning organization and organizational performance. All bivariate dimensions correlations were significant and positive except one (p

Today's e-learning organization - college, university, school, training unit, or business -- faces unique challenges, and this book of essays and articles is an invaluable resource. In this book by Susan Smith Nash, who has been involved in the development and administration of distance and online courses since the early 1990s, you will find articles on leadership, teaching, curriculum, e-learning "in extremus," technology (including the theory and effective use of podcasts, blogs, and new popular technology-forward devices), student needs and instructional activities that bring about highly effective learning situations. The articles in this book answer your questions. The solid scholarship and resources for further study help you succeed in the ever-evolving world of e-learning.

The Science of Working With Others

The Fifth Discipline: The art and practice of the learning organization

Knowledge Solutions

Mastering the Five Elements for Corporate Learning

Crew Resource Management and the Dimensions of a Learning Organization

Evaluating Media Richness in Organizational Learning

Institute a culture of learning to boost organizational performance and agility What makes organizations successful? Today, most successful companies are learning organizations. Building an Innovative Learning Organization shows you how to join their ranks and bring your organization up to the head of the class. This book is a practical, actionable guide on how to boost performance, successfully manage change, and innovate more quickly. Learning organizations are composed of engaged, motivated employees who continually seek improvement, which leads to organizational agility and the ability to innovate ahead of the curve. When you encourage learning at every level, from the intern to the C suite, you gain a more highly skilled workforce with a greater ability to act in any situation. Building an Innovative Learning Organization shows you how to create this culture in your organization, with detailed explanations, practical examples, and step-by-step instructions so you can get started right away. Written by a recognized thought leader in the training industry, this informative and insightful guide is your roadmap to a more effective organization. You will discover how to: Attract, retain, and motivate the best employees Become a more innovative and agile organization Create a culture of continuous self-improvement Encourage learning at all levels and translate it into action Learning and education doesn't end at graduation—it's a lifelong process that keeps you relevant, informed, and better able to achieve your goals. These same benefits apply at the organizational level, making the culture self-sustaining: learning organizations attract top workers, who drive the organization forward, which attracts more top workers. If you want the best people, you have to be their best option. Building an Innovative Learning Organization gives you a blueprint for building a culture of learning, for a stronger, more robust organization.

Wales (United Kingdom) considers the development of schools as learning organisations as vital for supporting schools to put its new, 21st century curriculum into practice. A growing body of research evidence shows that schools that operate as learning organisations can react more quickly to changing external environments and embrace changes and innovations. This report aims to support Wales in this effort, gauging the extent to which schools have put into practice the characteristics of learning organisations and identifying areas for further development. It also examines the system-level conditions that can enable or hinder schools in Wales in developing as learning organisations. It offers a number of concrete recommendations for consideration by the Welsh Government and other stakeholders at various levels of the system. The report will be valuable not only for Wales, but also to the many countries that are looking to establish collaborative learning cultures across their school systems.

Educational and Social Dimensions of Digital Transformation in Organizations

How to Assess Higher-order Thinking Skills in Your Classroom

Enabling and Sustaining Your Lean Transformation

Tools, Methods, and Approaches to Drive Organizational Performance

How Breakthrough Corporate Learning Initiatives Drive Strategic Change and Innovation

The Oxford Handbook of the Learning Organization