

ORGANIZATIONAL LEARNING CAPABILITY

*Generating and
Generalizing Ideas
with Impact*

■
Arthur K. Yeung
David O. Ulrich
Stephen W. Nason
Mary Ann Von Glinow

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Organizational Learning Capability Generating And Generalizing Ideas With Impact

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Organizational Learning Capability Generating And Generalizing Ideas With Impact:

Organizational Learning Capability Arthur K. Yeung, 1999 Drawing the reader's attention with ample real business examples the authors discuss corporations as entities that must adapt, generate ideas and act upon new information. The writing team Arthur K. Yeung, David O. Ulrich, Stephen W. Nason and Mary Ann Von Glinow delve into learning styles basing their work on research and material gleaned from a widespread survey of corporations and organizations. They stack up the building blocks necessary for organizational learning, the corporate ability to generate and implement ideas. Although based on scholarly research the book is concisely written in an easily accessible conversational tone and comes to life with corporate case studies. Abstract recommends this book to managers, executives and owners whose organizations might need to learn a thing or two.

Encyclopedia of Knowledge Management, Second Edition Schwartz, David, Te'eni, Dov, 2010-07-31 Knowledge Management has evolved into one of the most important streams of management research affecting organizations of all types at many different levels. The Encyclopedia of Knowledge Management Second Edition provides a compendium of terms, definitions and explanations of concepts, processes and acronyms addressing the challenges of knowledge management. This two volume collection covers all aspects of this critical discipline which range from knowledge identification and representation to the impact of Knowledge Management Systems on organizational culture to the significant integration and cost issues being faced by Human Resources, MIS, IT and production departments.

Leading a Diversity Culture Shift in Higher Education Edna Chun, Alvin Evans, 2018-01-12 Leading a Diversity Culture Shift in Higher Education offers a practical and timely guide for launching, implementing and institutionalizing diversity organizational learning. The authors draw from extensive interviews with chief diversity officers and college and university leaders to reveal the prevailing models and best practices for strengthening diversity practices within the higher education community today. They complement this original research with an analysis of key contextual factors that shape the organizational learning process including administrative leadership, institutional mission and goals, historical legacy, geographic location and campus structures and politics. Given the substantive challenge of engendering a cultural shift for diversity in a university setting, this book will serve as a concrete primer for institutions seeking to develop a systematic and progressive approach to diversity organizational learning. Readers will be able to engage with provocative case studies that grapple with the current pressures emanating from diversity training and learn effective strategies for creating more inclusive environments. This book is a perfect resource for institutional leaders, administrators, faculty members and key campus constituencies who are seeking transformational change, institutional success and stability in a rapidly diversifying national and global environment.

Current Topics in Management 2002 M. Afzalur Rahim, Robert Thomas Golembiewski, Kenneth D. MacKenzie, This annual series presents fundamental research on the theory and practice of management. Volume 7 contains articles presented at the 2001 meeting of the International Conferences on Advances in Management (ICAM) held in Athens, Greece. ICAM's goal

is to be truly comparative in terms of the broad scope of management perspectives in the broad ranging locations of its research as well as its application and in its comparisons of findings methodologies and operational definitions This volume exemplifies ICAM s objectives Part 1 Organization Theory Learning and Effectiveness revisits the management theory jungle reports on the development organizational learning capabilities in Europe encourages organizational learning through cultural diversity and reviews the role of corporate parent Part 2 Behavior and Attitudes in Organizations considers the relationships of religion to organizational citizenship and whistle blowing behaviors identifies antecedents of misbehavior among nurses and social welfare workers and uses process framework as a method to depict encroaching processes and change in organizations Part 3 International and Cross Cultural Management looks at various issues of management abroad Topics include the dimensions and levels of power bases and their relationships to subordinates compliance and satisfaction in the U S and South Korea the relationship between empowerment and quality of work life in Mexico and case studies of organizational intellectual capital in China Part 4 Management in the Public Sector turns attention to efforts to recognize and build on differences in public administration Part 5 Managing Human Resources addresses the nature of researcher values in human resource management and considers recent publications in mainstream human resources in order to isolate the patterns of research Part 6 Role of Research in Management discusses the need for processual thinking It presents a list of factors contrasting two views of management the classical view and the process view of management This volume will be of particular interest to corporate executives economists and labor studies specialists M Afzalur Rahim is founding editor of the International Journal of Organizational Analysis and International Journal of Conflict Management and is professor of management at Western Kentucky University Robert T Golembiewski is distinguished research professor at the University of Georgia and has authored or edited over seventy five books Kenneth D Mackenzie is the Edmund P Learned Distinguished Professor and president of Mackenzie and Company He has published numerous articles in scholarly journals and several books *The New Talent Acquisition Frontier* Edna Chun,Alvin Evans,2023-07-03 Awarded a Silver Medal in the category Human Resources and Employee Training from the 2014 Axiom Business Book Awards Create the inclusive high performance workforce needed to succeed in an increasing multicultural society and global marketplace Learn how global organizations and leading professional associations develop integrated HR diversity talent strategies and the specific challenges they face Get practical tools to assess integrated HR diversity strategic planning and see why organizations are not making more diversity progress Develop specific performance indicators to track your progress in implementing synergistic HR diversity approaches Case studies of SHRM federal and state government global corporations and higher education illustrate systematic integrated HR diversity efforts For HR professionals and leaders chief diversity officers line managers and executives in the private and public sectors and higher education this book presents a systematic approach to integrating HR practices and strategic diversity initiatives to create the inclusive high performance workforce that every enterprise and

institution needs to succeed in an increasingly multicultural society and global marketplace. The authors point of departure is that talent is the primary strategic asset necessary for organizational survival and success in a demographically diversifying and globally interconnected world. Organizations seeking to attain their full potential in this new talent frontier must optimize their human capital resources by the deliberate development of synergy between human resource HR and diversity programs. Failure to integrate and coordinate these two functions will erode organizational competitiveness whether it is in developing new markets products programs or services. As the first book to provide a concrete roadmap to integrated HR and diversity strategy the authors identify two critical practices talent management through the orchestration of HR and diversity programs to enhance organizational capability by unleashing mobilizing nurturing and sustaining the contributions of a diverse and talented workforce and talent sustainability through the close integration of HR and diversity to continuously develop systems structures processes and a culture that heighten employee commitment engagement and inclusion. They further believe that there should be a commonality of practice across all types of organizations and that each sector can learn from the others to accelerate its adaptation to today's rapidly shifting national and global realities. Based on the most current research and on interviews with HR and diversity leaders in major organizations this book provides the reader with concrete strategies and practical tools for implementing a successful and sustainable talent management program. It also addresses common barriers to the development of synergistic HR and diversity strategy and how to overcome them. Given the evolutionary nature of the integration of HR and diversity the authors present nine extensive case studies from all organizational sectors as well as from the two leading Human Resource professional associations the Society for Human Resource Management SHRM and the College and University Professional Association for Human Resources CUPA HR to illustrate the dynamic intersection between HR and diversity practices. Current Topics in Management Robert Golembiewski, 2018-02-06. This annual series presents fundamental research on the theory and practice of management. Volume 7 contains articles presented at the 2001 meeting of the International Conferences on Advances in Management ICAM held in Athens Greece. ICAM's goal is to be truly comparative in terms of the broad scope of management perspectives in the broad ranging locations of its research as well as its application and in its comparisons of findings methodologies and operational definitions. This volume exemplifies ICAM's objectives Part 1 Organization Theory Learning and Effectiveness revisits the management theory jungle reports on the development organizational learning capabilities in Europe encourages organizational learning through cultural diversity and reviews the role of corporate parent Part 2 Behavior and Attitudes in Organizations considers the relationships of religion to organizational citizenship and whistle blowing behaviors identifies antecedents of misbehavior among nurses and social welfare workers and uses process framework as a method to depict encroaching processes and change in organizations Part 3 International and Cross Cultural Management looks at various issues of management abroad. Topics include the dimensions and levels of power bases and their relationships to

subordinates compliance and satisfaction in the U S and South Korea the relationship between empowerment and quality of work life in Mexico and case studies of organizational intellectual capital in China Part 4 Management in the Public Sector turns attention to efforts to recognize and build on differences in public administration Part 5 Managing Human Resources addresses the nature of researcher values in human resource management and considers recent publications in mainstream human resources in order to isolate the patterns of research Part 6 Role of Research in Management discusses the need for processual thinking It presents a list of factors contrasting two views of management the classical view and the process view of management This volume will be of particular interest to corporate executives economists and labor studies specialists

Results-Based Leadership David Ulrich,Jack Zenger,Norman Smallwood,1999-04-06 A landmark book Results Based Leadership challenges the conventional wisdom surrounding leadership Authors Ulrich Zenger and Smallwood world renowned experts in human resources and training argue that it is not enough to gauge leaders by personal traits such as character style and values Rather effective leaders know how to connect these leadership attributes with results Results Based Leadership shows executives how to deliver results in four specific areas results for employees for the organization for its customers and for its investors The authors provide action oriented guidelines that readers can follow to develop and hone their own results based leadership skills By shifting our focus to the connection between the attributes and the results of leadership this perceptive new guide fundamentally improves our understanding of effective leadership Results Based Leadership brings a refreshing clarity and directness to the leadership discussion providing a hands on program to help executives succeed with their leadership challenges

The Boundaryless Organization Ron Ashkenas,Dave Ulrich,Todd Jick,Steve Kerr,2015-06-15

In 1995 The Boundaryless Organization showed companies how to sweep away the artificial obstacles such as hierarchy turf and geography that get in the way of outstanding business performance Now in this completely revised edition of their groundbreaking work management experts Ron Ashkenas Dave Ulrich Todd Jick and Steve Kerr offer an up to date version of their comprehensive guide to help any organization go boundaryless and become a company with the ability to quickly proactively and creatively adjust to changes in the environment With new examples a new commentary on the developments of the last five years and illuminating first hand accounts from pioneering senior executives the authors once again show why boundaryless is a prerequisite for any organization trying to succeed in the economy of the twenty first century

Journal of School Leadership ,2005-07

Bridging the Diversity Divide Edna Chun,Alvin Evans,2009-05-18

The sweeping forces of globalization present new challenges for higher education but also represent a clear mandate for change Because of the unfinished business of remedying the representation of minorities and women in higher education this book is designed to assist campus leaders and educators in the difficult process of cultural transformation in support of diversity and inclusion The book explores the model of reciprocal empowerment as a moral framework linking the institution s values culture and workplace practices to the outside world through the prism of diversity

The focus is on research based strategies which will enable institutions of higher education to assess current practices create successful action plans and move beyond structural representation to true reciprocal empowerment The measurement strategies organizational learning tools and best practices included here will assist institutions of higher education in building a flexible repertoire of institutional approaches to reciprocal empowerment and inclusion

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