

Organizational Learning from Performance Feedback

A Behavioral Perspective
on Innovation and Change

Henrich R. Greve

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Organizational Learning From Performance Feedback

Linda Argote, John M. Levine



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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 and 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. [Organizational Learning from Performance Feedback](#)

Henrich R. Greve, 2003-06-26 Revisiting Cyert and March's classic 1963 Behavioral Theory of the Firm, Henrich Greve offers an intriguing analysis of how firms evolve in response to feedback about their own performance. Based on ideas from organizational theory and social psychology and research from many industries, it demonstrates that high-performing organizations quickly lower their rates of market entry, innovations, and asset growth, but low-performing organizations only slowly increase those rates. The analysis outlines the consequences of this behavior for organizational survival and performance and suggests ways to improve organizations with performance feedback. [Organizational Learning from Performance Feedback and Product Innovations](#)

B. A. Yaghi, 2005 [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. [The Oxford Handbook of Group and Organizational Learning](#)

Linda Argote, John M. Levine, 2020 *Summary* This handbook is currently in development, with individual articles publishing online in advance of print publication. At this time, we cannot add information about unpublished articles in this handbook; however, the table of contents will continue to grow as additional articles pass through the review process and are added to the site. Please note that the online publication date for this handbook is the date that the first article in the title was published online.

Organizational Learning and Performance Ryan Smerek, 2017-11-01

In Organizational Learning and Performance: The Science and Practice of Building a Learning Culture Ryan Smerek combines organizational examples with insights from research to provide readers with a unique and distinctive lens to improve personal and organizational performance. The first section of the book provides an overview of what it means to learn as an individual and how individuals vary in their openness to learn. Drawing from cognitive and personality psychology, thinking dispositions such as a growth mindset, curiosity, and intellectual humility are explored and how they help foster learning in organizations. In the second section, Smerek describes the principles of a learning culture, providing a look into the world's largest hedge fund, a renowned food company, a highly regarded children's hospital, and a preeminent innovation and design firm. Through these examples, readers

will come to understand the social norms that increase learning These include a commitment to transparency of thinking and the pursuit of truth Big Picture thinking a willingness to learn from failure and the social norms needed to foster innovation and creativity Throughout the book Smerek draws from compelling examples of organizations and research in the social sciences to demonstrate what it means to build a learning culture and how it can improve personal and organizational performance

Human Resource Development Review Darlene F. Russ-Eft, Hallie S. Preskill, Catherine Sleezer, 1997 This review discusses practical implications of current research and covers such topics as methods for enhancing human performance the advantages of structured versus unstructured on the job training and interventions to improve team processes

Enhancing Organizational Performance Committee on Techniques for the Enhancement of Human Performance, Commission on Behavioral and Social Sciences and Education, Division of Behavioral and Social Sciences and Education, National Research Council, 1997-04-16 Total quality management TQM reengineering the workplace of the twenty first century the 1990s have brought a sense of urgency to organizations to change or face stagnation and decline according to *Enhancing Organizational Performance* Organizations are adopting popular management techniques some scientific some faddish often without introducing them properly or adequately measuring the outcome *Enhancing Organizational Performance* reviews the most popular current approaches to organizational change total quality management reengineering and downsizing in terms of how they affect organizations and people how performance improvements can be measured and what questions remain to be answered by researchers The committee explores how theory doctrine accepted wisdom and personal experience have all served as sources for organization design Alternative organization structures such as teams specialist networks associations and virtual organizations are examined *Enhancing Organizational Performance* looks at the influence of the organization's norms values and beliefs its culture on people and their performance identifying cultural levers available to organization leaders And what is leadership The committee sorts through a wealth of research to identify behaviors and skills related to leadership effectiveness The volume examines techniques for developing these skills and suggests new competencies that will become required with globalization and other trends Mergers networks alliances coalitions organizations are increasingly turning to new intra and inter organizational structures *Enhancing Organizational Performance* discusses how organizations cooperate to maximize outcomes The committee explores the changing missions of the U S Army as a case study that has relevance to any organization Noting that a musical greeting card contains more computing power than existed in the entire world before 1950 the committee addresses the impact of new technologies on performance With examples insights and practical criteria *Enhancing Organizational Performance* clarifies the nature of organizations and the prospects for performance improvement This book will be important to corporate leaders executives and managers faculty and students in organizational performance and the social sciences business journalists researchers and interested individuals

Organizational Learning Michael D. Cohen, Lee S. Sproull, 1995-11-07 How do organizations

learn change and adapt The chapters in this book contribute to the development of organizational learning theory in three ways They delineate its scope differentiating it from organizational ecology choice and individual learning demonstrate the explanatory power of a learning perspective and illustrate the application of research tools useful for the study of learning

Learning in Action David A. Garvin, 2003-03-25 Most managers today understand the value of building a learning organization Their goal is to leverage knowledge and make it a key corporate asset yet they remain uncertain about how best to get started What they lack are guidelines and tools that transform abstract theory the learning organization as an ideal into hands on implementation For the first time in *Learning in Action* David Garvin helps managers make the leap from theory to proven practice Garvin argues that at the heart of organizational learning lies a set of processes that can be designed deployed and led He starts by describing the basic steps in every learning process acquiring interpreting and applying knowledge then examines the critical challenges facing managers at each of these stages and the various ways the challenges can be met Drawing on decades of scholarship and a wealth of examples from a wide range of fields Garvin next introduces three modes of learning intelligence gathering experience and experimentation and shows how each mode is most effectively deployed These approaches are brought to life in complete richly detailed case studies of learning in action at organizations such as Xerox L L Bean the U S Army and GE The book concludes with a discussion of the leadership role that senior executives must play to make learning a day to day reality in their organizations *Journal of Management* Southern Management Association, 2003

Learning Organization Practices Profile Michael J. O'Brien, 1994-10-12 Diagnose your organization's ability to learn grow and adapt in a changing environment with this powerful instrument It's based on the latest information on organizational learning and performance Results of the instrument reveal how your organization measures up in twelve key areas Vision and Strategy Executive Practices Managerial Practices Climate Organizational and Job Structure Information Flow Individual and Team Practices Work Processes Performance Goals and Feedback Training and Education Rewards and Recognition Individual and Team Development Improve organizational learning so your employees know how to Manage change effectively Improve work systems successfully Respond to customer needs immediately and more Follow up is included The Guide to Administration and Implementation helps you and your executive group develop action plans that will move your organization toward selected goals Diagnose your organization's ability to learn and change Create action plans to help your organization learn and change TIMING 30 minutes to administer the instrument 1 2 days to review results and develop action plans AUDIENCE All employees anonymously complete the instrument

Organizational Learning in International Alliances Susan Fiorella, 1994

The Organizational Life Cycle John Robert Kimberly, Robert H. Miles, 1980 A lift alcohol and speed a lethal cocktail which ended with the loss of 3 young people Documentary includes harrowing interviews with the 2 survivors and the victims families wrestling with the losses of loved ones the impact the tragedy has on families and friends and how they are coping individually and collectively

Public Performance & Management Review ,2004

Learning and Performance Matter Prem Kumar,Phil

Ramsey,2008 Have you been asked to keep a personal development portfolio or reflective journal Are you struggling to know where to start how to write or what to include If the answer is e yes e tm Reflective Writing in Counselling and Psychotherapy will provide you with a straightforward route in telling you all you need to know about writing reflectively for your own personal and professional development Offering staged exercises case studies examples and ideas for self directed learning this book will lead the reader along an exciting journey of written self awareness **Industrial Relations** ,2009

High Impact Learning Robert O. Brinkerhoff,Anne M. Apking,2001-12-20 Every organization seeks to provide its employees with learning and development opportunities that are both targeted to their individual needs and produce measurable and worthwhile business results In High Impact Learning Brinkerhoff and Apking outline a comprehensive proven and practical approach for bridging the gap between employee and organizational goals and launching training initiatives of visible and lasting impact Learning at Work Bridget N. O'Connor,Michael Bronner,Chester Delaney,2007 As a workplace learning professional what do you need to be able to do to keep up with a fast changing industry and move ahead You ll find all the answers in a single source Learning at Work the third edition of Training for Organizations first published in 1996 *Coffin Nails and Corporate Strategies* Robert H. Miles,1982

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