Organisational Learning And Effectiveness

Minhong Wang

Organisational Learning And Effectiveness:

  Organisational Learning and Effectiveness John Denton,2001   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   *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

  Strategic Organizational Learning Martha A. Gephart,Victoria J. Marsick,2015-12-09 This book discusses the successes and challenges of leveraging organizational learning in effective strategy development and execution The authors introduce a framework that helps organizations develop core capabilities to enable them to shift direction rapidly and proactively shape future environments They also offer a wide selection of cases to illustrate this framework While some cases highlight fundamental strategic change over time others are snapshots of mechanisms gradually put in place to jointly optimize learning and performance There is no one best or right way to leverage strategic organizational learning different practices may lead to the same outcome and similar practices may lead to different outcomes The system dynamics underlying such learning not the simple adoption of one or other practice are key to success in institutionalizing a performance based

learning approach **Learning and Development Effectiveness in Organisations** Thomas N. Garavan,Fergal O'Brien,James Duggan,Claire Gubbins,Yanqing 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 **The Organizational Learning Cycle** Nancy M. Dixon,1999 An introduction to the complexities of object oriented technology for those who plan design manufacture and maintain large scale business computer systems Covers theory history applications and the process of converting migrating or replacing existing systems with object oriented systems Annotation copyright by Book News Inc Portland OR **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 E-Learning in the Workplace Minhong Wang,2017-09-18 This book analyzes the nature and requirements of workplace e learning based on relevant theories such as adult learning community of practice organizational learning and the systems thinking By integrating considerations on organization pedagogy and technology a performance oriented e learning framework is then presented where performance measurement is used to 1 clarify and link organizational goals and individual learning needs 2 direct learning towards work performance and 3 support social communication and knowledge sharing and management in the workplace E learning and related emerging technologies have been increasingly used by organizations to enhance the skills and performance of knowledge workers However most of the efforts tend to focus on the technology ignoring the organizational context and relevant pedagogies of workplace learning Many e learning projects in the workplace settings fail to connect learning with work performance and align organizational goals and individual needs in a systemic way Moreover there is insufficient effort on externalizing and transferring tacit knowledge embedded in practices and expertise based on which to maintain and expand knowledge assets for sustainable development The book presents a systemic theoretical framework design principles and implementation methods together with a case study to demonstrate the use and effectiveness of the performance oriented approach to workplace e learning in which organizational social and individual perspectives are integrated in a systemic way The performance oriented approach to workplace e learning enables self regulated and socially constructed learning activities to be clearly motivated and driven towards the goal of performance improvement and makes learning at the organizational social and individual levels integrated in a systemic way The effects of

individual and social learning support and organizational learning environment on employees motivation to use performance oriented e learning are also investigated   **Organizational Learning and Development** Paul Kearns,2014-09-19 It is now widely accepted that organizational maturity is dependent on being able to reorganize on a continuous basis and learn faster and more effectively than your competitors Organizations that want to be sure they are competing at the highest level need clear indicators that their organizational learning and development capability is fully functional This new book by Paul Kearns focuses on the need for an evidence based approach to learning and development bringing together the author s extensive knowledge of HRM and organizational learning with new developments in the field The book demonstrates how evidence evaluation can improve professionalism in organizational design and development showing that this approach can create value not just for shareholders but for employees and society as a whole Organizational Learning and Development From an Evidence Base is the perfect book for postgraduate students studying on evidence based HRM courses and for the reflective learning and development practitioner   Evaluation in Organizations Darlene Russ-Eft,Hallie Preskill,2009-09-01 Take control of your resources and get the most out of your work with this helpful guide on organization and productivity From new product launches to large scale training initiatives organizations need the tools to measure the effectiveness of their programs processes and systems In Evaluation in Organizations learning theory experts Darlene Russ Eft and Hallie Preskill integrate the most current research with practical applications to provide a fully revised new edition of this essential resource for managers human resource professionals students and teachers   **Making Sense of Organizational Learning** Cyril Kirwan,2016-05-13 The ability of a business to engage in real organizational learning and to do so faster and in a more sustainable way than its competitors is being increasingly seen as an essential component of success In Making Sense of Organizational Learning Cyril Kirwan examines the wide range of factors necessary to create and sustain organizational learning and knowledge at all levels At the individual level the generation of continuous learning opportunities and reflection on experiences are critically important At the team level it s about encouraging collaboration team learning and the sharing of knowledge At the organizational level the emphasis is on building systems to capture and share knowledge and providing strategic leadership for learning The book shows you how you can best exploit the knowledge that already exists within your organization while at the same time develop the capability of the people that work there It deals in turn with individual learning learning with others learning in organizations and in particular the role of the HR function and of line managers Each chapter provides theoretical background and real world examples Diagnostic questionnaires checklists and other tools are also included Making Sense of Organizational Learning provides an evidence based argument for the adoption of effective organizational learning policies and practices and offers a real opportunity to improve performance Thinking practitioners working in and around learning and development or organization development will find it invaluable as will those undertaking post graduate study in HR and related disciplines   Driving Performance through Learning Andy

Lancaster,2019-11-03 HIGHLY COMMENDED Business Book Awards 2020 HR Management Category Deliver learning in the flow of work to optimize your L D activities improving performance of individuals and the overall business Learning and Development L D professionals are uniquely placed in an organization to improve both individual employee performance as well as the overall performance of the business To maximise the impact of learning activities must be aligned with the goals of the organization and delivered in the flow of work so that performance improvement is continuous The course can no longer be the default learning option and creative workplace solutions are now vital Driving Performance through Learning shows L D professionals how to identify business needs and leverage learning that drives performance improvement to enable an organization to achieve its objectives Beginning with an exploration of the fast changing organizational learning landscape Driving Performance through Learning covers everything from how to diagnose needs through performance consulting conversations using data and metrics and tracking impact to designing agile solutions by leveraging technology facilitating social collaboration and vibrant learning communities There is also expert guidance on curating content embedding coaching valuing mistakes and adopting a more self directed learning approach This book also defines the key characteristics of the new learning organization and the emerging roles of the future focussed L D team and whether these new responsibilities should be developed in house or outsourced This is an essential handbook for all L D professionals seeking to transform workplace learning and drive organizational performance   *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   *Organisational Learning and Its Effectiveness* Mohammed Ashraf Ali,Sarfaraz Javed,2016   **Beyond E-Learning** Marc J. Rosenberg,2005-12-13 A follow up to his best selling E Learning Beyond E Learning explains the most current thinking on how organizations learn and apply

what they know to be successful and explores the increasingly important role that technology plays not as an end in itself but as a vital means to get there The book also provides a clear path for helping to integrate learning including e learning knowledge management and performance support and will help training professionals and the organizations they serve go beyond common myths and misconceptions about training and e learning focus training learning activities directly on organizational know how and implement a framework that can at last be a catalyst for true organizational learning

   Performance Through Learning Kurt April,Carol 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   **ORGANIZATION EFFECTIVENESS AND CHANGE MANAGEMENT** KONDALKAR, V. G.,2010-01-30 This comprehensive book discusses in detail the problem areas that organizations find difficult to address for achieving organizational effectiveness and managing change and suggests how such problems can be tackled in an effective manner The text begins with a discussion on the definition of organizational effectiveness and its various models and then goes on to explain the concepts of management by objectives total quality management business process reengineering and six sigma which are so crucial for organizational effectiveness Expectations of customers are invariably increasing and quality products are in demand more than ever before Globalization and competition between companies have accentuated the problem To fulfil customer aspirations and adhere to world class standards organizations need to modify their structural framework And so the text devotes a separate chapter each to such concepts as virtual organization corporate governance and developing collaborations The book concludes with an emphasis on the role of motivation leadership and team building in organization effectiveness Case study given at the end of each chapter illustrates the concepts discussed and lends a practical flavour to the text The book is designed for the postgraduate students of management It would also be useful for the executives who want to implement change in their organization to be competitive in the market and those who wish to keep pace with the changing business environment   **Organizational Learning and the Learning Organization** Mark Easterby-Smith,Luis Araujo,John Burgoyne,1999-06-22 The introduction chaper 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 contructs 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 Organisational Studies M ost importantly the book incorporates multiple perspectives on learning the psychological sociological and the philosohical 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 mangement 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 synthezis 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

Learning and Performance Matter Prem Kumar,2008 Learning and performing profoundly affect our results and actions Yet getting the balance right is a challenge to individuals and organisations While performing is about meeting the demands placed upon us learning expands our capacity to meet future demands Everyday successes and failures are shaped by the way we balance learning and performing More than just actions balance involves a set of values that are fundamental to the successful operation of organisations These values are key dimensions around which organisational cultures form Unfortunately achieving balance is like a dance going wrong in organisations around the world we have been following the same pattern for so long that we are now struggling to establish better ways of going about it This intriguing book is a collection of essays from leading consultants practitioners and scholars offering practical approaches fresh insights and strategies to proposed solutions for sustained organisational growth and competitive advantage The book explains the nature of the learning and performance OC danceOCO and its importance to organisations today and is an indispensable resource for managing the dilemmas and tensions faced by individuals and organisations   The Manager's Pocket Guide to

<u>Organizational Learning</u> Stephen J. Gill,2000 Today s organizations are in the learning business Employees must take in a constant supply of new information and apply it to their work regardless of their position

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Organisational Learning And Effectiveness Introduction

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