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Organizational Learning Theory: Company Perspective

A learning organization has been described as the sum of individual learning, but there must

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be mechanisms for individual learning to be transferred into

organizational learning. Personal mastery makes possible many positive outcomes such as individual performance, self-efficacy, self-motivation, sense of responsibility, commitment, patience and focus on relevant matters as well as work-

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life balance and well-being.

**Building a Learning
Organization -
Harvard Business
Review**

Two of the most
noteworthy contributors
to the field of
organizational learning
theory have been Chris
Argry's and Donald
Schon. Organizational

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Learning (OL),
according to Argyris &
Schon is a product of
organizational inquiry.

This means that
whenever expected
outcome differs from
actual outcome, an
individual (or group)
will engage in inquiry to
understand and, if
necessary, solve this ...

Summary of
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**Organizational
Learning. Abstract**

The Five Learning
Disciplines . From
Individual to
Organizational Learning
. Jim Taggart . To
practice a discipline is
to be a lifelong learner.
You ‘never arrive.’ The
more you learn, the
more acutely aware you
become of your
ignorance. Peter Senge .

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In his seminal book on
the learning
organization concept,
The Fifth Discipline:
The Art ...

**Managing
Organizational
Learning Cycles - The
Systems Thinker**
learning organizational
is a dimension or
elements of a learning
organization. ...

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Learning is done simultaneously at four levels of individual, group, intergroup, and organizational 3) Staff due to continuous training and delegating that be given to them, with creating

The Link between Individual and Organizational Learning

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Learning To
Organizational
Learning
Individual learning
become organizational
learning in four steps
and depicted by

Crossman, Lane and
White Model (1999) of
Organizational Learning
Different versions of
this model (extended)
having ...

**The Relationship
between Individual
and Organizational ...**

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The analysis of the
relationship between
individual and

organizational learning
highlights the multiple
and interlocking
contexts that define the
content and process of
learning in
organizations, the
politics of learning at
work and the
institutional identity of
individuals' learning as

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Learning To
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Learning
(or lack of it).
a reflection of
organizational learning

The Five Learning Disciplines - Changing Winds

It is proposed by
Crossan et al. (1999)
that organizational
learning is a dynamic
and iterative process
between exploration and
exploitation (March

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1991) with feed forward
flowing from individual
level to organizational
level and feedback from
organizational to
individual. A pivotal
characteristic of the
framework is the
relationship and
interplay between action
and cognition that it
assumes and portrays.

The Relationship

Page 15/32

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As one can see
organizational learning
is based on applying
knowledge for a purpose
and learning from the
process and from the
outcome. Brown and
Duguid (1991) describe
organisational learning
as "the bridge between
working and
innovating." This once

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Learning To
again links learning to
Organizational
action, but it also
Learning
implies useful
improvement.

6 Barriers To Organizational Learning - Training Station

The relationship
between individual and
organizational learning
remains one of the
contested issues in

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organizational learning
debates. This article
Organizational
Learning
provides new evidence
about the relationship ...

**The Link between
Individual and
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Learning**

From Organizational
Learning to the
Learning Organization
Introduction To remain
viable in an

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environment

characterized by

uncertainty and change,

organizations and

individuals alike depend

upon an ability to learn.

Yesterday's knowledge

and skills are vulnerable

to obsolescence, and

future

From Individual Learning To Organizational

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Individual knowledge should be widely available to others in organizational learning. HR managers need to communicate the importance of knowledge sharing across all levels of the organization. Without these efforts knowledge will remain as individual's property

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and will not be
collectively available.

Organizational Learning

**Organizational
Learning - knowledge-
management-tools.net**

In the early stages of an
organization's
existence,

organizational learning
is often synonymous
with individual learning
since it usually involves
a very small group of

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people and the
organization has
minimal structure.

Organizational learning - Wikipedia

A learning organization is an organization skilled at creating, acquiring, and transferring knowledge, and at modifying its behavior to reflect new knowledge and insights.

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From Individual
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Based on Chapter 1,
Learning in Action by
David A. Garvin
Presented by Kevin
McLogan MGT 501
www.kevinmclo...

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**Organizational
Learning
Individual and
Organisational
Learning | How and
When ...**

A process of leveraging the collective individual learning of an organization to produce a higher-level organization-wide intellectual asset. It is a continuous process of creating, acquiring, and

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transferring knowledge accompanied by a modification of behavior to reflect new knowledge and insight, and produce a higher-level asset.

OVERVIEW ON THE IMPORTANCE OF ORGANIZATIONAL LEARNING AND ...

The focus is gradually shifting from individual

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learning to
organizational learning.

Organizational
Learning

Just as learning is essential for the growth of individuals, it is equally important for organizations. Since individuals form the bulk of the organization, they must establish the necessary forms and processes to enable organizational learning in order to facilitate

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change.

What is

Organizational learning | IGI Global

For organizational learning to be successful, then team success and unity must be valued equally to if not more than individual success and prosperity. In organizational learning in particular,

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Learning
individual learning and
success is only a
prerequisite to the larger
team and organization.

From Individual Learning To Organizational

We can think of
organizational learning
as a metaphor derived
from our understanding
of individual learning.

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In fact, organizations ultimately learn via their individual members.

Hence, theories of individual learning are crucial for understanding organizational learning.

Learning organization - Wikipedia

individual learning and organizational learning.
Once we have a clear

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understanding of this transfer process, we can actively manage the learning process to make it consistent with an organization's goals, vision, and values.

Reprinted from "The Link between Individual and Organizational Learning" by Daniel H. Kim. Sloan

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individual to the organization and from the organization to the individual. Individual learning itself does not guarantee organizational learning; it is necessary a transference process of knowledge among people, with

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