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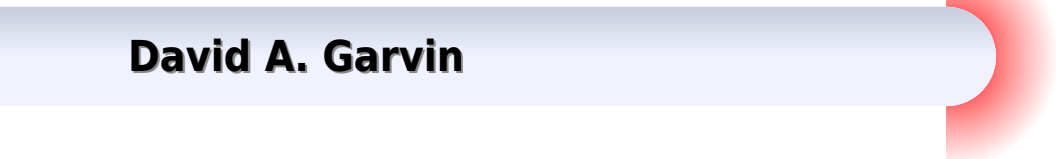
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Harvard Business Review On Organizational Learning

David A. Garvin



Harvard Business Review On Organizational Learning:

Harvard Business Review on Organizational Learning, 2001 Annotation Designed for managers who find it difficult to keep up with the multitude of factors that impact learning and knowledge management in business this helpful volume analyzes these factors details better practices for organizational learning and offers strategies on how to control and manage a company's knowledge to its fullest potential

Harvard Business Review on Organizational Learning Etienne C. Wenger, William M. Snyder, Jeffrey Pfeffer, John Seely Brown, Robert I. Sutton, 2001 This volume focuses on the organizational dynamics involved in knowledge management this mix of breakthrough articles should help managers understand how people can effectively communicate share knowledge and learn

HBR's 10 Must Reads on Lifelong Learning (with bonus article "The Right Mindset for Success" with Carol Dweck) Harvard Business Review, Carol Dweck, Marcus Buckingham, Francesca Gino, John H. Zenger, 2021-05-25 Create and sustain a culture of learning If you read nothing else on learning read these 10 articles by experts in the field We've combed through hundreds of Harvard Business Review articles and selected the most important ones to help you keep your skills fresh and relevant support continuous improvement on your team and prepare everyone in the organization to thrive over the long term This book will inspire you to Cultivate relentless curiosity Magnify your strengths and make yourself indispensable Nurture a growth mindset in yourself and others Deliver actionable feedback to help every employee excel Transform today's failure into tomorrow's success Reimagine your employee development program Build a learning organization This collection of articles includes Learning to Learn by Erika Andersen Making Yourself Indispensable by John H Zenger Joseph R Folkman and Scott K Edinger Find the Coaching in Criticism by Sheila Heen and Douglas Stone Teaching Smart People How to Learn by Chris Argyris The Feedback Fallacy by Marcus Buckingham and Ashley Goodall The Leader as Coach by Herminia Ibarra and Anne Scoular Strategies for Learning from Failure by Amy C Edmondson Learning in the Thick of It by Marilyn Darling Charles Parry and Joseph Moore Is Yours a Learning Organization by David A Garvin Amy C Edmondson and Francesca Gino Why Organizations Don't Learn by Francesca Gino and Bradley Staats The Transformer CLO by Abbie Lundberg and George Westerman and The Right Mindset for Success an interview with Carol Dweck by Sarah Green Carmichael HBR's 10 Must Reads paperback series is the definitive collection of books for new and experienced leaders alike Leaders looking for the inspiration that big ideas provide both to accelerate their own growth and that of their companies should look no further HBR's 10 Must Reads series focuses on the core topics that every ambitious manager needs to know leadership strategy change managing people and managing yourself Harvard Business Review has sorted through hundreds of articles and selected only the most essential reading on each topic Each title includes timeless advice that will be relevant regardless of an ever changing business environment

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

The Oxford Handbook of the Learning Organization Anders Örtengren, 2019-12-17 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 find alternative features and angles to take the idea forward In addition to elaborating on and developing older definitions of the 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 intentions to take any final step instead the intention is that others will endeavour to continue where this book stops

Demystifying Organizational Learning Raanan Lipshitz, Victor Friedman, Micha Popper, 2006-06-21 This book presents a solid research based conceptual framework that demystifies organizational learning and bridges the gap between theory and practice Using an integrative approach authors Raanan Lipshitz Victor Friedman and Micha Popper provide practitioners and researchers with tools for understanding organizational learning under real world conditions

[US Special Forces and Counterinsurgency in Vietnam](#) Christopher K. Ives, 2007-01-24 This volume examines US Army Special Forces efforts to mobilize and train indigenous minorities in Vietnam

Christopher K Ives shows how before the Second Indochina War the Republic of Vietnam had begun to falter under the burden of an increasingly successful insurgency The dominant American military culture could not conform to President Kennedy s guidance to wage small wars while President Diem s provincial and military structures provided neither assistance nor security The Green Berets developed and executed effective counterinsurgency tactics and operations with strategic implications while living training and finally fighting with the Montagnard peoples in the Central Highlands Special Forces soldiers developed and executed what needed to be done to mobilize indigenous minorities having assessed what needed to be known Combining Clausewitz business theory and strategic insight this book provides an important starting point for thinking about how the US military should be approaching the problems of today s small wars US Special Forces and Counterinsurgency in Vietnam will be of much interest to students of the Vietnam War Special Forces operations military innovation and strategic theory in general *ICICKM2012-Proceedings of the 9th International Conference on Intellectual Capital, Knowledge Management and Organisational Learning* Fernando Chaparro,2012

Knowledge Management and Virtual Organizations Malhotra, Yogesh,2000-01-01 Annotation Twenty essays present current research on knowledge management as related to effective design of new organization forms The first section of the book covers frameworks models analyses case studies and research on the integration of knowledge management within virtual organizations virtual teams and virtual communities of practice Themes covered in this section include business model innovation design of virtual organization forms net based models techniques for enabling knowledge capture sharing and transfer and collaboration and competition at intra and inter organizational levels The focus of the second half is on key success factors that are important for realizing virtual models of business transformation Topics include the role of organizational control systems the role of internal and external employees and customers in creation of organizational knowledge and information quality issues Annotation c Book News Inc Portland OR booknews com

Leadership Craig E. Johnson,Michael Z. Hackman,2018-01-26 Leadership A Communication Perspective has been at the forefront of university and college leadership courses for nearly three decades providing a compelling authoritative introduction to leadership as a communication based activity The new edition continues the tradition of excellence with an up to date treatment of theory and research combined with practical real world advice for improving communication competence and leadership effectiveness Relevant The authors profile contemporary leaders and organizations like Alibaba s Jack Ma Zappos Tony Hsieh Facebook s Sheryl Sandberg Uber The Container Store Airbnb Chipotle the Waffle House Nordstrom and Google Their presentation balances current scholarship and trends with historical perspectives to provide a fuller understanding of the study and practice of leadership Comprehensive Leadership and followership are examined in multiple contexts including organizational leadership public leadership and leadership in groups and teams Topics new to this edition include transcendent followership the leadership skills approach team coaching escalation of commitment invisible leadership cultural intelligence trigger events and

resilience Full featured Self Assessments measure readers perceptions of personal leadership skills communication style cultural intelligence motivation to lead and more Case Studies examine leadership situations and pose thoughtful questions that prompt students to apply their experiences and understandings Research Highlights summarize seminal and recent scholarship Chapter Takeaways reinforce important concepts and action steps Application Exercises offer abundant opportunities to explore practice and reflect on chapter content Cultural Connections discuss leadership expectations and behaviors in other cultures Leadership on the Big Screen correlates chapter concepts with the themes of popular films and documentaries

Creating the Discipline of Knowledge Management Michael Stankosky, 2005-04-18 In this book Dr Michael Stankosky founder of the first doctoral program in knowledge management sets out to provide a rationale and solid research basis for establishing Knowledge Management KM as an academic discipline While it is widely known that Knowledge is the driver of our knowledge economy Knowledge Management does not yet have the legitimacy that only rigorous academic research can provide This book lays out the argument for KM as a separate academic discipline with its own body of knowledge theoretical constructs guiding principles and professional society In creating an academic discipline there has to be a widely accepted theoretical construct arrived at by undergoing scholarly scientific investigation and accompanying rigor This construct becomes the basis for an academic curriculum and proven methodologies for practice Thus the chapters in this book bridge theory and practice providing guiding principles to those embarking on or evaluating the merits of a KM program As a methodology itself for undertaking the development of a body of knowledge a KM Research Map was developed to guide scholars researchers and practitioners This book presents this map and showcases cutting edge scholarship already performed in this nascent field by including the dissertation results of eleven KM scholar practitioners

Management Keuning Doede, 2013-12-19 Management A European Perspective adopts a step by step approach based on the key managerial skills planning organization implementation supervision and control to provide a practical introduction to the field Looking at some leading international companies Keuning draws on various managerial and organizational concepts including industrial democracy corporate governance ethics culture and gender ICT related changes in industries e business risk management and network organization Among the special features designed to enhance the learning process are Detailed case studies demonstrating the practical implications of the concepts discussed References in the form of examples and brief studies with a European or international focus Numerous discussion questions relating to each chapter s theory Material from European newspapers and magazines to reinforce the book s practical orientation This book is an ideal introduction for students starting out their business program

Organizational Learning and Knowledge: Concepts, Methodologies, Tools and Applications Management Association, Information Resources, 2011-07-31 Organizational Learning and Knowledge Concepts Methodologies Tools and Applications demonstrates exhaustively the many applications issues and techniques applied to the science of recording categorizing using and learning from the experiences and expertise

acquired by the modern organization A much needed collection this multi volume reference presents the theoretical foundations research results practical case studies and future trends to both inform the decisions facing today s organizations and the establish fruitful organizational practices for the future Practitioners researchers and academics involved in leading organizations of all types will find useful grounded resources for navigating the ever changing organizational landscape

Learning Organizations Malva Daniel Reid,Jyldyz Bekbalaeva,Denise Bedford,Alexeis Garcia-Perez,Dwane Jones,2021-09-06 Learning Organizations delves into why learning is an essential business operation how modern learning is different from industrial era training how to discover learning sources and opportunities how to design a learning environment and learning strategies that optimize the potential of every employee

Information Systems and Technology in the International Office of the Future Bernard Glasson,Doug Vogel,Pieter W. Bots,J. Nunamaker,2013-06-29 Globalization of business internationalization of trade and increasing prevalence of multi cultural interdisciplinary teams are beginning to redefine the nature of office work Different time different place different culture teams will become the norm Same time same place same culture teams will become the exception The International Office of the Future IOF will be a dramatically different environment than that which exists in the majority of today s organizations Prospects for the IOF give rise to numerous questions which are addressed in this book What are the salient issues What design options or solution strategies exist to address these issues How might these design options be best implemented What are their implications In addition a number of specific topics will be discussed including multi cultural team productivity IT platform requirements and global telecommunications

Encyclopedia of Knowledge Management Schwartz, David,2005-09-30 This encyclopedia is a research reference work documenting the past present and possible future directions of knowledge management Provided by publisher

Foreign Direct Investment in Central and Eastern Europe Svetla Trifonova Marinova,2024-11-01 This title was first published in 2003 Covering a diverse range of countries such as Bulgaria the Czech Republic Hungary Poland Slovakia Slovenia and Russia as well as referring to the characteristics of the region as a whole this book examines the inflow and outflow of foreign direct investment from both home and host company and country perspectives By analyzing foreign direct investment in terms of process content and context the book provides a holist approach towards direct foreign investment in the transitional context of Central and Eastern Europe embracing both macro and micro economic perspectives of the process

EBOOK: An Introduction to Human Resource Management BLOISI, WENDY,2006-12-16 EBOOK An Introduction to Human Resource Management

Enhancing The People Factor A.S Lather,2012-02-22 Enhancing The People Factor Human Resource Issues and Challenges covers the selected papers presented by various authors comprising of corporate leaders management practitioners thinkers academicians and researchers It covers a diverse range of topics pertaining to learning organizations leadership styles job satisfaction organizational commitment employability and human resourced planning Contemporary areas like Human

Resource productivity accounting Human Resource productivity accounting Human resource information systems exit interviews and Internal corporate social responsibility have been presented with a flavour of latest research and empirical treatment of the data The book shall serve as a rich resource to a wider section of the society and the industry at large on the issues challenges innovations and strategies adopted by various corporate to become sustainable organizations

Organizational Behaviour: A Modern Approach Kumar Arun & Meenakshi N.,2009-11-01 Organizational Behaviour As A Management Discipline Is A Fascinating Subject And Is Becoming Increasingly Important As People With Diverse Backgrounds And Cultural Values Have To Work Together Effectively And Efficiently This Book Addresses All The Issues That Come In To Play In An Organization In Today S Global Economy It Has A Novel Orientation And Its Primary Aim Is To Let Practitioners And Students Know The Latest And Best Trends In Organizational Behaviour This Book Prescribes Methods To Manage Employees And Suggests That The Management Takes Responsibility For Everything That Might Adversely Affect An Employee S Capacity To Work Creatively And Intelligently Irrespective Of The Place Inside The Organization Or Outside It The Focus Of The Book Is On Holistic Development Of The Individual Peeping Into The Human Mind It Shows How Organizations Can Tap The Passions And Fears Of Their Employees To Make Them More Creative And Productive The Book Prescribes A Democratic And Inclusive Management Style A Special Feature Of This Book Is That There Is An Innovative Integration Of Chapter Objectives And Summaries Leading To Analysis Through Caselets Every Point In The Objectives Has Corresponding Text And Is Supplemented By A Case Going Through This Book Will Be A Personally Fulfilling Experience And Maybe It Succeeds To Make The Readers Better Human Beings Better Teachers Better Friends And May Be Even Better Managers

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