



Organizational Learning

David R. Schwandt, Michael J. Marquardt

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Companies around the world are beginning to recognize that only by increasing the speed and quality of their learning can they succeed in the rapidly changing global marketplace. Developing organization-wide learning and becoming a learning organization has become critical for adaptation and survival.

Organizational Learning: From World Class Theories to Global Best Practices starts with a review of significant learning theory and research accomplished over the past 20 years. This research is integrated into an action-centered theory of organizational learning. The book then explores in depth the Organizational Learning System Model developed by David Schwandt that has been applied in a variety of public and private organizations. Recognizing that companies now work with multicultural groups in a global marketplace, the authors also examine cultural implications of the Model.

The authors present best-practice application of the Organizational Learning System Model by companies from around the world, including Arthur Anderson, Price Waterhouse, Beloit Corporation, Motorola, and Meralco. These are companies that have taken the leadership in developing learning systems on a organization-wide basis.

Organizational Learning: From World Class Theories to Global Best Practices provides practical steps and strategies for developing and applying organizational learning in the workplace.

Features

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