

DYNAMICS OF THE LEARNING ORGANIZATION AND KNOWLEDGE MANAGEMENT™

Introduction

Learning and knowledge management have always been important to organizational success, but the publication of Peter Senge's 'The Fifth Discipline' catapulted learning into the frontlines of management practice and concern. The simple fact is that learning and knowledge are the true drivers of competitive advantage. In fact, it has been said that in the twenty-first century, there will only be two kinds of organizations - the learning organization and the one that went out of business

The success of organizations like Microsoft and IBM and nations like Japan and Switzerland, who gain leverage through the use of knowledge and technology, clearly underscores the importance of paying attention to learning and knowledge.

Learning Objectives

By the end of this program, participants will

- Understand how personality, gender and culture influence thinking, emotional and learning styles.
- Recognize a range of different thinking styles and types related to this program.
- Know what is implied by the concept of a 'Learning Organization'
- Understand what Knowledge Management is and its relationship to the Learning Organization
- Know the reason for, and benefits of Knowledge Management (KM) and its role in a Knowledge Society and Knowledge economy
- Learn how different organizations are using KM and what it can achieve
- Know how to develop a culture of shared learning and knowledge transfer, to ensure a learning culture can evolve.
- Have learned about a range of tools, techniques and practices for the application of KM and the development of a learning culture
- Develop a personal developed action plan

Workshop Contents

- Influence of Personality, Gender and Culture on Thinking and Learning
- Knowledge Management And A Knowledge Society
- From Data to Wisdom
- Knowledge Management And The Learning Organization
- A 'Learning' vs a Learned Society
- The Role of Knowledge Management
- Implementing Knowledge Management and Organizational Learning (KM & LO)
- Common Tools, Tactics and Practices
- Some Case Studies on Knowledge Leadership and Values
- Globalization, Culture and Knowledge Management
- Personal Development Action Plan

Workshop Methodology

A key and unique feature of this workshop is that all participants will complete a personality traits survey form, resulting in a detailed personality profile. This will enable participant's to discover their own preferred cognitive and emotional styles, which in turn can strongly influence the dynamics of thinking and learning relating to this workshop .

Workshop design incorporates a variety of methods to both stimulate active learning and appeal to the mix of participants preferred learning styles. Building on participant personality profiles, a number of interactive exercises, games and group discussion help them to understand the different thinking skills needed. Where appropriate, selected multimedia, video or power point visuals augment a comprehensive manual of notes. The workbooks are professionally laid out, appealing to the learner and capturing key learning points and post workshop actions.

Workshop Duration

This can be designed as a 1, 2 or more intensive 3 day workshop, subject to client's needs.

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