

LEARNING ORGANISATIONS

Books, articles and web links on the subject* :

- www.framework.org.uk/publications.asp downloadable articles by **Bruce Britton**, Framework (includes *The Learning NGO, Learning For Change*) – (recommended in the Learning Organisations article by Martin Lee in GCs march 2005 newsletter).
- *Developing A Learning organisation* – B Allen, published by Pearson Books, Nov. 1997, £99.99
- Peter Senge popularised the concept, “Learning organisation” in his book, “**The Fifth Discipline – Art and Practice of the Learning Organisation** : Random House Business Books, £12.59 (paperback) from www.amazon.co.uk
- **The Fifth Discipline Fieldbook : Strategies for Building a Learning Organisation.** By Peter Senge et al. Nicholas Brealey Publishing. Paperback. June 1994. Available from www.amazon.co.uk
- *NGOs as learning organisations* – by James Taylor. Community Development Resource Association www.cdra.org.za
- **Developing a Learning organisation** : by Peter Lassey. Kogan Page 1998 192 pages. £18.99, + p & p ISBN 074942133
From www.summitconsultants.co.uk/resources.asp or www.amazon.co.uk or <http://tso.bwdma.co.uk/> (see review below from BWDMA Online bookshop in association with The Stationery Office)

“This introductory guide to what constitutes a "learning organization" shows how organizations can strive to improve their potential for learning. It demonstrates how managers can play a key part in guiding organizations to becoming learning organizations. It advocates the competence-based approach to effective learning, and shows how the route to gaining national recognition in terms of NVQs/SVQs for staff, and Investors in People for the organization, can prove both effective and easily attainable. There are short case studies and checklists.” (This review taken from BWDMA website)

- “**Learning to Fly” Practical Lessons from one of the world’s leading knowledge companies.** By Chris Collison, Geoff Parcell £11.99 Amazon books.
“practical tips and hints to help managers put knowledge into practice”.
- **BOND** website : www.bond.org.uk/ite/Ingo.htm#5thdiscip. Refer to “learning organisation” and “systemic thinking”
- **Learning Organisations : Where the Learning Begins.** Richard Karash.
On www.learning-org.com Interactive site on the topic – the text following taken from the site.

“**What is a "Learning Organization"?** A "Learning Organization" is one in which people at all levels, individually and collectively, are continually increasing their capacity to produce results they really care about. Why should organizations care? Because, the level of performance and improvement needed today requires learning, lots of learning. In most industries, in health care, and in most areas of government, there is no clear path to success, no clear path to follow.

What's in it for the people? **Learning to do** is enormously rewarding and personally satisfying. For those of us working in the field, the possibility of a win-win is part of the attraction. That is, the possibility of achieving extraordinary performance together with satisfaction and fulfillment for the individuals involved.

Are there any examples of Learning Organizations? Yes, but the Learning Organization is an ideal, a vision. Various organizations or parts of organizations achieve this in varying degree.”

*[NB Global Connections takes no responsibility for the appropriateness, or the suitability of the content of the above resources. We are merely listing a selection of what is currently on the market or referred to in the Learning Organisations article by Martin Lee, found in GCs March 2005 newsletter.

