

Handbook Of Organizational Learning And Knowledge Management 2nd Edition

Printbegrænsninger: Der kan printes kapitelvis.

Leading Organizational Learning brings together today's top thinkers in organizational learning—including Jon Katzenbach, Margaret J. Wheatley, Dave Ulrich, Calhoun W. Wick, Beverly Kaye, and other thought and industry leaders. This handbook helps business, government, and nonprofit leaders understand how to master learning and knowledge sharing within their organizations. This one-of-a-kind volume is filled with chapters that directly address the most current ideas, concepts, and practices on the topic of organizational learning. Acclaimed authors, world-renowned thought, global, and industry leaders, managing directors, and presidents of leading organizations have contributed their original essays to this provocative collection. Leading Organizational Learning Offers ten guidelines to help key employees and knowledge workers do a better job of influencing upper management Demonstrates the best way to move ideas through an organization Outlines the principles that facilitate knowledge management Explains how people learn on the

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job Discusses how larger organizations can leverage their “bigness” Proposes a method of knowledge mapping to effectively organize and use knowledge in decisionmaking Outlines the knowledge and attributes integral to the success of today’s executives Discusses passing knowledge from person to person Explains how consultants can help organizations develop ideas Debunks the myths and explores the realities of knowledge management

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

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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. In a world of organizations that are in constant change scholars have long sought to understand and explain how they change. This book introduces research methods that are specifically designed to support the development and evaluation of organizational process theories. The authors are a group of highly regarded experts who have been doing collaborative research on change and development for many years.

Best-managed crises can bring positive recognition and enhance an organization's value; worst-managed crises can snuff its viability. Numerous books have been written on the topic, but many lack rigor: prescriptions are untested and quick fixes are based on elevating the readers' fears. The

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International Handbook of Organizational Crisis Management reflects the latest understanding of this field from prominent scholars and practitioners around the globe. Pushing the boundaries of crisis management research and practice, this book offers new frameworks and findings that capture insights and guidance for researchers and executives. Today's crises require no less. Novel and poorly understood technologies, globalization, changing political climates, and a shifting social landscape are just a few of the forces currently changing the ways in which organizations experience crises. The International Handbook of Organizational Crisis Management is a grounded cross-section of informed perspectives, a leading edge overview of the field of crisis management that will be useful to researchers and thoughtful practitioners.

The notion of paradox dates back to ancient philosophy, yet only recently have scholars started to explore this idea in organizational phenomena. Two decades ago, a handful of provocative theorists urged researchers to take seriously the study of paradox, and thereby deepen our understanding of plurality, tensions, and contradictions in organizational life. Studies of organizational paradox have grown exponentially over the past two decades, canvassing varied phenomena, methods, and levels of analysis. These studies have explored such tensions as today and tomorrow, global integration and local distinctions, collaboration and

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competition, self and others, mission and markets. Yet even with both the depth and breadth of interest in organizational paradoxes, key issues around definitions and application remain. This handbook seeks to aid, engage, and fuel the expanding interest in organizational paradox. Contributions to this volume depict how paradox studies inform, and are informed, by other theoretical perspectives, while creating a resource that enables scholars to learn about and apply this lens across varied organizational phenomena. The increasing complexity, volatility, and ambiguity in our world continually surfaces paradoxical dynamics. Thus, this handbook offers insights to scholars across organizational theory.

This book advances a design-based approach for the investigation and creation of sustainable organizations. The learning-by-design framework is utilized to examine learning in six successful companies in different industries and national settings and provides a roadmap for improving systematic learning in organizations. Investigates learning-by-design in successful companies. Focuses on the choices organizations make about the design of learning mechanisms. Built around six detailed case studies taken from different industries and national settings. Provides a framework for improving the conditions for systematic and sustainable learning in organizations. Offers a clear process model for action and change.

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Continuous improvements in businesses practices have created enhanced opportunities for growth and development. This not only leads to higher success in day-to-day profitability, but it increases the overall probability of success for organizations. The Handbook of Research on Tacit Knowledge Management for Organizational Success is a pivotal reference source for the latest advancements and methodologies on knowledge administration in the business field. Featuring extensive coverage on relevant areas such as informal learning, quality management, and knowledge acquisition, this publication is an ideal resource for practitioners, marketers, human resource managers, professors, researchers, and students seeking academic material on knowledge management techniques. This timely Handbook establishes the 'contextualization' of the learning organization idea as a research field.

This is an overview of how the concept of organisational learning emerged, how it has been used and debated, and where it may be going.

The Organizational Learning Cycle was the first book to provide the theory that underpins organizational learning. Its sophisticated approach enabled readers to not only understand how, but more importantly why, organizations are able to learn. This new edition takes the original concepts and theories and shows how they might, and are, being put into action. With five new or completely revised chapters, Nancy Dixon describes the kind of infrastructure organizations need to put in place; there are examples of knowledge databases, whole

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Originally published: Blackwell handbook of organizational learning and knowledge management. 2003.

In *The Handbook of Organizational Culture and Climate: Second Edition*, a team of leading international scholars presents the state-of-the-art in the field, ten years after the publication of the award-winning First Edition. Following the Preface by Edgar Schein, 33 entirely new chapters document the development and maturing of ideas canvassed in the First Edition, and also offer exciting new perspectives on organizational culture and climate.

'The idea of routines has been one of the most productive in organization studies. Finally we have a broad, deep, and authoritative survey of the exciting research it has inspired.' - Paul S. Adler, University of Southern California, US This cutting-edge, multidisciplinary Handbook comprises specially commissioned contributions surveying state-of-the-art research on the concept of organizational routines. An authoritative overview of the nature of organizational routines is presented, which highlights their contribution to our understanding of organizations. The expert contributors discuss issues including the role of organizational routines in evolutionary theory, organizational learning, performance feedback, and memory. The role of organizational routines in the social sciences is also illustrated, as is their application across a range of fields including political science, sociology, accounting and innovation. Chapters are also devoted to the endeavour of experimental research and empirical field studies of organizational routines.

The scholarship of management teaching and learning has established itself as a field in its own right and this benchmark handbook is the first to provide an account of the discipline. Original chapters from leading international academics identify the key issues and map out

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where the discipline is going. Each chapter provides a comprehensive and critical overview of the given topic area, highlights current debates and reviews the emerging research agenda. Chapters embrace the study of organizations as a whole, the concepts of individual and collective learning, the delivery of formal management education and the facilitation of management development. Through consideration of these themes the Handbook analyzes, promotes and critiques the contribution of management learning, education and development to management understanding. It will be an invaluable point of reference for all students and researchers interested in broadening their understanding of this exciting and dynamic new field.

Michael D. Mumford

The Handbook of Organization Development reflects the field of organizational development's rapid growth and success since its inception 50 years ago into a far more diffuse and complex study than it was just a few decades ago. It shows how organizational development has expanded from the need to help organizations cope with internal social problems, to a broader attempt to address more strategic issues of firm structure and competitive advantage in a global environment. The Handbook provides a synthesis of new methods and perspectives from diverse areas far removed from organizational development's psychological origins, including management, economics, sociology, personnel, information systems and international relations. International contributors are included, reflecting similarities and differences from around the world.

The Handbook of Organizational Politics offers a broad perspective on the intriguing phenomena of power, influence and politics in the modern workplace; their meaning for

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individuals, groups and other organizational stakeholders; and their effect on organizational outcomes and performances. Comprising entirely of new chapters and insights, this second edition revisits the theory on organizational politics (OP) and examines its progress and changes in emphasis in recent years. This timely and informative book provides a comprehensive set of state-of-the-art studies on workplace politics based on experiences from around the world. The contributors highlight topics such as political skills, political will, politics and leadership, compensations, politics and performance, and politics and the learning climate. Students and scholars will benefit from the up-to-date collection of studies in the field of OP. This Handbook will also be of interest to practitioners and managers from public and private sectors looking for better explanations of internal processes in business.

The introduction chapter by Mark Easterby-Smith and Luis Araujo introduces the reader to the unresolved issues with which the field is still grappling today.... All in all, this is an interesting and useful book for both researcher and manager alike. First, and perhaps most importantly, the book incorporates multiple perspectives on learning - the psychological, sociological and the philosophical... Second, the book is neither purely theory driven, nor purely empirically driven. Theoretical contributions are complemented by empirical studies which help to illustrate the application of the theoretical constructs. I suspect that this would be of immense value to the practicing manager. Finally, the book provides a critical commentary on the state of the field in a nice compact way which should enhance its value to scholars in this area... a book which is both useful and interesting' - Organisational Studies [M]ost importantly, the book incorporates multiple perspectives on learning - the psychological, sociological and the philosophical... provides a critical commentary on the state of the field in a nice, compact way which should

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enhance its value to scholars' - Organization Studies `A valuable resource for academics and practitioners in management and corporate strategy, as well as those involved in management training and development' - European Foundation for Management Development `This is a particularly interesting and useful work because it combines some chapters which deal primarily in concepts or indeed theories, and others which describe the experiences of trying to carry out the practices involved in creating both/either organisational learning and/or the learning organisation' -Industrial and Commercial Training 'The editors' overall assessment is that there has been insufficient dialogue between the two camps of action research and theorizing.... As a contribution to mapping this divided house, the text is an apt illustration of these problems. The editor's overview is of interest...' - Stephen Gibb, University of Strathclyde, MCB University Press The debates surrounding concepts of `organizational learning' and the `learning organization' receive a welcome synthesis in this book. International experts explore the links between the two fields of enquiry, which hitherto, despite their intersecting concerns, have represented separate constituencies, literatures and perspectives. The book provides a much-needed integrated framework of concepts and theories which draws on current insights from management cognition, theories of knowledge and learning, management practice and work psychology.

A handbook on organizational consultation. This second edition includes more than 35 new chapters and an expanded list of international contributors. It analyzes all aspects of organizational consulting - including normative, empirical and political topics - and offers a broad view of consultation diagnoses, problem centres, and interventions.

Thousands of employees begin new jobs each year. What can organizations and individuals

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do to jump start the process of learning and building connections? The Oxford Handbook of Organizational Socialization provides cutting edge reviews of the research and practice of organizational socialization as well as necessary future directions for this field.

'If you have time to read only one book on how to undertake academic research, this is the one!' - Rebecca Piekkari, Professor of International Business and Vice Dean for Research and International Affairs at Aalto University, School of Business, Finland.

Discover a wealth of issues in the field of consulting psychology with this landmark book. Explore key topics in assessment and evaluation, building teams, executive coaching, career counseling, interpersonal conflicts and relationships, benefit design, personality testing, and much more. Learn to delineate and better understand the wide array of information you are faced with, and become more adept and knowledgeable in the field of consulting psychology. This comprehensive volume has expert contributors recruited by the volume's editor--himself an eminent educator and practitioner in the field. You will get: Special issues in consulting to specific types of organizations including industry, schools, government, non-profit, and international Informative guidelines for professional practice procedures Organized sections on individual, group and organizational issues And much more!

An essential reference book for you and your global organization, Executive

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Development and Organizational Learning for Global Business will guide you through the challenge of producing effective executives and masterminding learning organizations. In this cutting-edge overview, you'll share in the success stories of some of the most tried-and-true, top-selling authors in the world such as Peter Senge and Rosabeth Moss Kanter. Considered a "must-have" handbook for development managers, Executive Development and Organizational Learning for Global Business gives you a unique perspective on the major challenges you'll face when setting up your executive education program. Anyone creating a comprehensive game plan for a large global organization will want to be familiar with the informative practices in this book. In its concise and straightforward chapters, you'll read about: cross-cultural challenges of executive development tools and techniques for developing international executives experiential issues and action learning in global organizations anticipatory learning for global concerns Today, more than ever, piloting your global organization through a world of changing management systems and executive development programs can be overwhelming. But the unique perspectives you'll find in this time-saving collection will start you off right. So, whether you're a human resource development practitioner, a human resource executive, or an academic in human resource development, you'll profit

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from the bevy of intellectual insight and real-world experience that some of the world's most successful authorities have organized for you in the pages of Executive Development and Organizational Learning for Global Business. The latest Wiley Blackwell Handbook of Organizational Psychology uses a psychological perspective, and a uniquely global focus, to review the latest literature and research in the interconnected fields of training, development, and performance appraisal. Maintains a truly global focus on the field with top international contributors exploring research and practice from around the world Offers researchers and professionals essential information for building a talented organization, a critical and challenging task for organizational success in the 21st century Covers a diverse range of topics, including needs analysis, job design, active learning, self-regulation, simulation approaches, 360-degree feedback, and virtual learning environments

This Handbook provides a state-of-the art overview of the field of workplace learning from a global perspective. The authors are all well-placed theoreticians, researchers, and practitioners in this burgeoning field, which cuts across higher education, vocational education and training, post-compulsory secondary schooling, and lifelong education. The volume provides a broad-based, yet incisive analysis of the range of theory, research, and practical developments in

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workplace learning. The editors draw together the three essential areas of Theory; Research and Practice; and Issues and Futures in the field of Workplace Learning. In addition, final chapters include recommendations for further development. Key researchers and writers in the field have approached workplaces as the base of learning about work, that is, work-based learning. There has also been emerging interest in variations of this idea such as learning about, through, and at work. Many of the theoretical discussions have centred on adult learning and some on learners managing their own learning, with emphasis on aspects such as communities of practice and self directed learning. In Europe and Australia, early work in the field was often linked to the Vocational Education and Training (VET) traditions with concerns around skills, competencies and 'on the job' learning. The idea that learning and workplaces had more to do with real lifelong and lifewide aspects than traditional "training" regimens has emerged in the last decade. Since the mid 1990s, the field has grown world-wide as an area of theory, research, and practical work that has not only expanded the interest but has also legitimized the area as a field of study, reflection, and progress. The SAGE Handbook of Workplace Learning draws together a wide range of views, theoretical dispositions, and assertions and provides a leading-edge presentation by key writers and researchers with insight into the field and its current state. It is

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a resource for researchers and academics interested in the scope and breadth of Workplace Learning..

The importance of effective use of resources within a business is paramount to the success of the business. This includes the effective use of employees as well as efficient strategies for the direction of those employees and resources. A manager's ability to adapt and utilize contemporary approaches for maximizing both individuals and organizational knowledge is essential. The Handbook of Research on Contemporary Approaches in Management and Organizational Strategy is a pivotal reference source that provides vital research on the application of contemporary management strategies. While highlighting topics such as e-business, leadership styles, and organizational behavior, this publication explores strategies for the achievement of organizational goals, as well as the methods of effective resource allocation. This book is ideally designed for academicians, students, managers, specialists, and consultants seeking current research on strategies for the management of people and knowledge within an organization.

This international Handbook provides a comprehensive overview of key topics, debates and issues within the now well-established field of Knowledge Management (KM). With contributions from a range of highly-skilled authors,

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diverse and multi-disciplinary approaches towards KM are explored in this fantastic new reference work. Topics covered include performance, ethics, sustainability and cross-cultural management, making this an equally important read to academics and practitioners working in areas such as technology, education and engineering. By analysing how the field of KM has developed over the years, as well as presenting new methods to be implemented in the workplace, this Handbook outlines a research agenda for the future of organisational learning and innovation.

This is the state-of-the-art, international handbook for a field of inquiry that is still emergent and yet occupies a central position in contemporary management and organization theory. Marjorie Lyles at the University of Indiana and Mark Easterby-Smith at Lancaster University, UK, draw together analyses and critical commentary from the leading experts on organizational learning and knowledge management around the world. Links are made to existing bodies of theory in the root disciplines of economics, psychology and social theory, while the challenging implications for research and future paths of inquiry are outlined and discussed. The definitive up-to-date guide to the field. Original contributions by the leading scholars of Organizational Learning and Knowledge Management world-wide. Editors internationally recognised authorities. Handbook shows links between

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'knowledge' and 'learning' literatures. Indicates paths for future research and inquiry. 'Must Have' reference source for all scholars in this field.

An updated edition of a bestselling text that provides readers with a clear and comprehensive overview of methods for conducting management and business research.

It presents a state-of-the-art view that will serve as a springboard for further advances in this area." "Each chapter of this handbook sums up and assesses the state of knowledge in its area and builds on this foundation to advance a new view. The chapters, and the book, advance our thinking by developing integrative theories, by establishing connections among theories from different fields and research traditions, and by introducing new lines of inquiry. The Handbook of Organizational Change and Innovation will be an essential resource for researchers, teachers, and students in organizational studies."--Jacket.

As individuals and societies try to respond to fundamental economic and social transformation, the field of adult learning and education is rapidly getting increased attention and new topics for research on adult learning have emerged. This collection of articles from the International Encyclopedia of Education 3e offers practitioners and researchers in the area of adult learning and education a comprehensive summary of main developments in the field. The 45 articles provide insight into the historical development of the field, its conceptual controversies, domains and provision, perspectives on adult learning, instruction and program planning, outcomes, relationship to economy and society and its status as a field of scholarly study and practice. Saves researchers time in summarizing in one place what is otherwise an

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interdisciplinary field in cognitive psychology, personality, sociology, and education Level of presentation focuses on critical research, leaving out the extraneous and focusing on need-to-know information Contains contributions from top international researchers in the field Makes MRW content affordable to individual researchers

Organizational defences that exist in most organizations can inhibit organizational performance. This book shows how to diagnose the organization to expose the weaknesses. Each chapter contains advice about how to reduce organizational defences to bring about improved involvement and performance.

This handbook is currently in development, with individual articles publishing online in advance of print publication. At this time, we cannot add information about unpublished articles in this handbook, however the table of contents will continue to grow as additional articles pass through the review process and are added to the site. Please note that the online publication date for this handbook is the date that the first article in the title was published online.

The NTL Handbook of Organization Development and Change is an essential tool for both practitioners and students who want to know how to effectively bring about meaningful and sustainable change in organizations. Featuring contributions from leading practitioners, academics, and scholars in the field, each chapter comprehensively explores a key aspect of organization development including core theories and methods, OD in the international and world setting, practical applications, the future of OD, and many others. Co-published with the NTL Institute, a long-time leader and champion for the field, The NTL Handbook of Organization Development and Change boasts an extensive range of knowledge, experience, and methods integrated by a philosophical system that underscores the vital mission of OD as

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well as provides expert guidance in the art and science of making organizational development and change work.

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