

## **ACHIEVING LEARNING ORGANISATION**

**OD3502**

### **Overview:**

Learning Organisation is the term given to an organisation that facilitates the learning of its members and continuously transforms itself. Learning Organisations develop as a result of the pressure facing modern organisations and enables them to remain competitive in the business environment. A learning organisation has five main features: system thinking, personal mastery, mental models, shared vision and team learning. It encourages organisations to shift to a more interconnected way of thinking.

### **Learning Outcome:**

- Understand and appreciate the concepts of a Learning Organisation.
- Identify the Characteristics of a Learning Organisation.
- Critically assesses the performance of government departments and ministries in the accomplishment of Learning Organisation
- Plan organisational strategies to Achieve Learning Organisation.

### **Contents:**

- Why Organisational Learning is Critical?
- Learning Organisation versus Traditional Organisation.
- Understanding Learning Organisation-System Approach.
- Learning Organisation: models and theories.
- Characteristics of Learning Organisation.
- Issues and challenges in becoming a Learning Organisation.
- Roles of Change Management in becoming a Learning Organisation.
- Skills of Organisational Learning.
- Best practice in Learning Organisation.

### **Duration:**

2 days (13 hours)

### **Methodology:**

- Lecture
- Discussion
- Case Study
- Role-Play

### **Participant Profile:**

Division I, II & III

### **Language:**

English