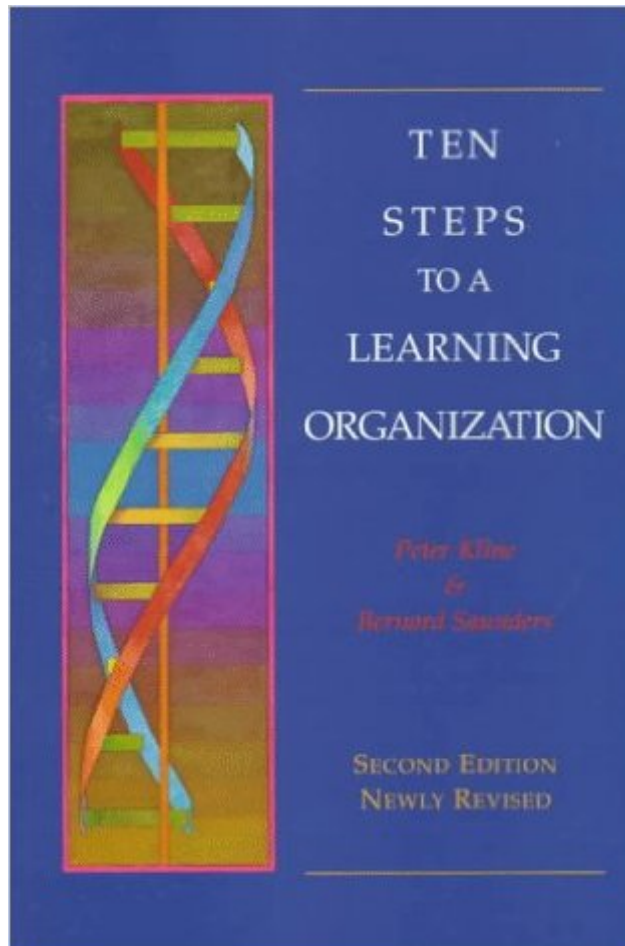


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# Ten Steps To A Learning Organization - Revised



## Synopsis

A multi-purpose guide on how to turn every institution into a vital contributor to all its stakeholders. Peter Kline and Bernard Saunders have demystified the learning organization and translated its abstract and fuzzy notions into an extremely practical competitive strategy.

## Book Information

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## Customer Reviews

While there are many books about brain-compatible learning, systems thinking, communication, organizational and culture change, multiple intelligences..., this book has integrated them all into a very practical, wise and interesting manual for organizational growth. Ideally, people in any organization should start with the assessment tool and go sequentially through all the ten steps: 2. promote positive, 3. safe thinking, 4. risk taking, 5. people as resources, 6. learning power, 7. map the vision, 8. model the vision, 9. systems thinking, 10. get show on the road. But there are so many useful guidelines, stories and exercises, you can dip into any page and be enriched and enlightened. Just take "16 principles that promote learning" (pp. 16-19) or the 36 assessment items (pp. 66-67), they are very specific goals for us to aim at. "Why most training doesn't work" (pp. 168-171) should be required reading for all trainers. In fact, the whole book should be required reading by all those in management or interested in fostering growth through participative learning. For follow-up, it helps to read Peter Kline's *The Everyday Genius*, that gives a more comprehensive background to the Integrative Learning that underlies the present book. People can also go on to Peter Senge and team's books--if they haven't done so. In another revised edition, it might help to

include an index and also update the checklist on 7 multiple intelligences to include the natural and existential intelligences.

I've had to read many learning organizational books for my graduate studies -- this was one of my favorites out of maybe 10 I've read. One, it's fun to read! The examples are erudite, taken from other disciplines like science and math, not just business. The 10 steps are easy to follow, logical and well represented. The authors rely on concrete examples that everyone can relate to. If I had to train a group of people or point an organization towards achieving its goals as a learning organization, I would rely on this book as my bible. Great writing style, great examples -- overall one of the most enjoyable I've read!

This book is amazing from the point of view of a H.R Professional. As the head of HR for a Global Multi National Corp I have been looking at a concise book which will help me to sell the idea of a Learning Organization to the top management. I'm planning to distribute a copy of this book to each of the Executive Committee Members in my Company. The 10 steps outlined in the book are Simple and Clear which will motivate any Top Mgmt to go towards creating a Valuable Organization. A must read for every H.R Professional.

Great book, incredibly comprehensive, used it for a short course, and will probably keep it with me the rest of my life. Lots of reference material, including the matrix assessment which is a must have for all organisations. Speedy delivery, good packaging. Very happy with my purchase.

This is a good book--one that everyone should have in their library as a resource. That being said, everyone has their library ordered by importance, usefulness, and relevance. This book is in the middle of the pack. It starts off so strong, but then kind of gets in its own way. The authors mention they have added new material to this edition and one can tell since it isn't seamless. It's as if they frequently wondered, "OK, what story can we throw/force into this part of the chapter?" I was taking so many notes but then at about Step 7, it lost its immediate practicality, so I stopped. They went from everyday approaches for practices to all out training seminar type of material. They should have written two books--one for the everyday practical and one for the "Mapping" steps. A lot of typos too. For me it was on its way to being as thorough as The Leadership Challenge but then it just fizzled.

Well, honestly speaking, after having read Peter Senge's THE FIFTH DISCIPLINE I feel that this book, which was published originally some 3 years after Senge's, contributes some examples from practice (i liked the section on mind mapping) - but overall the title suggests a red threat that, when reading, can be questioned with regards to its structure and sequence and contribution. Senge is truly inspiring, while the added value in this book seems (at least to me) fairly marginal.

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