

Links for learning organizations

https://hbs.qualtrics.com/SE/?SID=SV_b7rYZGRxuMEyHRz survey on learning organizations

<http://www.luminafoundation.org/> Lumina Foundation

<http://www.achievingthedream.org/> Achieving the Dream

<http://www.league.org/> League for innovation in community colleges

<http://www.carnegiefoundation.org/> Carnegie Foundation for advancement of teaching

<http://www.solonline.org/?home> Society for Organizational Learning (Senge)

Senge 5th Discipline (Learning Organization)

- Systems Thinking
- Personal Mastery
- Mental Models
- Shared Vision
- Team Learning

Is Yours A Learning Organization?

- A supportive learning environment
- Concrete learning processes
- Leadership that reinforces learning

McCaffery (2010)

Box 6.1 Learning and non-learning organizations

Learning organization

Anticipates future problems

Pays attention to external environment

Continuously seeks improvement

Problem-solving is based on conceptual analysis and understanding

Problem-solving is organization-wide and problem-centred

Rewards for growth, initiative and creativity

Job definitions encourage exploration, initiative and information-sharing

Non-learning organization

Reacts to current problems

Pays attention only to internal operations

Responds to accumulation of poor performance

Problem-solving is based on trial and error

Problem-solving is compartmentalized and hierarchical

Rewards for historical performance

Jobs are narrowly circumscribed and risk-taking is discouraged

Source: adapted from National Commission on Education, 1995; Senge, 2006.

Learning Centered Community Colleges

The Learning College is based on six key principles (O'Banion) :

- The Learning College creates substantive change in individual learners.
- The Learning College engages learners as full partners in the learning process with learners assuming primary responsibility for their own choices.
- The Learning College creates and offers as many options for learning as possible.
- The Learning College assists learners to form and participate in collaborative learning activities.
- The Learning College defines the roles of learning facilitators by the needs of the learners.
- The Learning College and its learning facilitators succeed only when improved and expanded learning can be documented for learners.