

TRANSFORMATIONAL LEARNING

*Renewing Your Company
Through Knowledge and Skills*



DANIEL R. TOBIN

Transformational Learning Renewing Your Company Through Knowledge And Skills

R Sandford



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Transformational Learning Daniel R. Tobin,1996-03-09 The first nuts and bolts guide to building a learning organization Transformational Learning supplies step by step guidance and the tools you need to put learning organization concepts into daily practice You ll learn how to align you group s learning initiatives with long range company goals develop a renewable learning system measure the group s learning vital signs develop partnerships with key leaders throughout the organization and much more And with the help of many instructive and inspiring case studies from major North American and international companies including Corning PPG Amoco and Sun Microsystems you ll discover how real people have successfully implemented transformational learning principles to help their organizations bounce back from crises sustain and magnify successes and forge a powerful new competitive edge Drawing upon more than 20 years of experience as a leading corporate education expert Tobin also introduces an array of original tools and techniques that have yielded remarkable results in case after case He describes a dynamic new model that helps companies maximize the capture and use of crucial information He details a revolutionary approach to benchmarking that helps you zero in on and exploit the best knowledge and skill resources available both within and outside your company And he provides a comprehensive new method for building a knowledge network and tying it effectively into your company s transformational goals **Knowledge**

Organizations Jay Liebowitz,Thomas J. Beckman,2020-09-10 For knowledge management to be successful the corporate culture needs to be adapted to encourage the creation sharing and distribution of knowledge within the organization Knowledge Organizations What Every Manager Should Know provides insight into how organizations can best accomplish this goal Liebowitz and Beckman provide the information companies need for evaluating and planning the steps and processes that will transform their existing organization infrastructure into a knowledge based organization This easy to read guide includes many vignettes examples and short cases of organizations involved in knowledge management Leadership

and Social Change Gustav P. Kriel,2010-09-09 Kriel believes that people are the biggest asset in any organization They should be correctly led and managed within the specific organizational climate in which they find themselves working Employees should be developed and encouraged to study to broaden their horizons His life examples served to teach people to follow their dreams no matter how big or small This book represents the fulfillment of one of Kriels childhood dreams writing a meaningful book on managing social change in the South African business environment Honing Your

Knowledge Skills Mariana Funes,Nancy Johnson,2009-11-03 New technology and organizational structures are transforming the workplace but management skills have not yet caught up Harnessing knowledge and using it as a competitive advantage is one of the key priorities of organizations today Honing Your Knowledge Skills looks at how to define knowledge working and identifies the practical skills of knowledge management needed by line managers This book shows you how to handle information overload become an expert harness new ideas turn knowledge into action keep knowledge skills fresh

understand IT resources and knowledge based systems The New Skills Portfolio is a groundbreaking new series published in association with the Industrial Society which re defines the core management skills managers and team leaders need to be competitive Each title is action focused blending 20th century management initiatives trends with a new flexible skills portfolio The Industrial Society is one of the largest public training providers in the UK It has over 10 000 member organisations and promotes best practice through its publishing consultancy training and advisory services For more information contact their website on www.indsoc.co.uk Leading the Learning Organization Alan T. Belasen,2000-01-01 Provides students executives and managers with vital resources to lead their organizations to higher levels of performance

Knowledge Management: An Interdisciplinary Perspective Sajjad M Jasimuddin,2012-01-27 This book analyzes dynamic relationships among the disciplines that have contributed to the development of knowledge management It focuses on establishing relationships between knowledge management and other disciplines such as information management organizational learning innovation management and strategic management It debates the origin and development of knowledge management thus providing a clear and conceptual understanding of the field This in turn will help readers adopt better approaches to solve knowledge management problems **Transformational Learning** Daniel R. Tobin,1995-05

Knowledge Management Morgen MacIntosh,Taverekere Srikantaiah,2000 Here is the first comprehensive reference to the literature available for the individual interested in KM featuring citations to over 1 500 published articles 150 Web sites and more than 400 books Organized by topic area this is a natural companion volume to Knowledge Management for the Information Professional and an important tool for anyone charged with contributing to or managing an organization s intellectual assets **Knowledge Management Handbook** Jay Liebowitz,1999-02-25 Many organizations are now realizing that their competitive edge lies mostly in the brainpower the intellectual capital of their employees and management To stay ahead of the pack companies must leverage their knowledge internally and externally But it is not enough to develop lessons learned databases Experts now believe the current savior of organizations is knowledge management the conceptualization review consolidation and action phases of creating securing combining coordinating and retrieving knowledge in short the process of creating value from an organization s intangible assets Jay Liebowitz one of the leading knowledge management and expert systems authorities in the world brings together over thirty articles contributed by the top researchers and practitioners to produce what seems destined to become the key reference for this emerging field With it you will find How to create a knowledge sharing environment How senior executives can show tangible benefits using methods that value the intellectual capital especially the human capital within the organization How knowledge management is not the same as information management How senior management commitment and involvement are essential to the success of a knowledge management system The Knowledge Entrepreneur Colin Coulson-Thomas,2003 This unique book puts a whole new spin on knowledge management Rather than re stating the importance of the knowledge economy or detailing methods of

knowledge management or acquisition it explores how businesses can exploit their knowledge and information focusing on the entrepreneurial opportunities that intellectual capital provides

EJKM Volume 9 Issue 2 , Managing the Aftermath of Radical Corporate Change Eliezer Geisler,1997-09-23 The radical restructuring of organizations can have momentous effects and not all of them are good In fact many are actually bad and may cause serious harm How management can remedy these ill effects systematically and restore stability to their traumatized organizations is the theme of Dr Geisler s compelling new book How do we clean up the mess from poorly conceived badly implemented and ultimately unsuccessful restructurings How can managers who have been caught up in these changes and who are as disrupted by them as anyone regain their own equilibrium and help the healing and reconstructive process take hold Geisler s answers to these questions are essential reading for corporate executives in all types of organizations public and private both and for academics and students Dr Geisler lists the problems associated with radical change and describes the futility of total corporate transformations in general In addition he develops a staged process by which managers can counteract the side effects of radical change programs By showing that the beneficial effects of radical corporate change are usually transient Dr Geisler s process is a key ingredient in any effort designed for the long term survival of the firm and the preservation of its strategic goals and methods Thus not only does Geisler provide a sound well reasoned criticism of corporate restructuring but he offers something that few if any other books can offer a workable means to cope constructively with the effects of its many failures

The Knowledge Creation Potential of Management Consulting Francesco Ciampi,2008-06-02 The Knowledge Creation Potential of Management Consulting interprets management consulting from a knowledge perspective and proposes a general conceptual framework for investigating and interpreting that potential To begin with the main dynamics of change that characterize today s demand for management consulting is outlined and it is suggested that firms are becoming increasingly aware of the real cognitive rather than only the economic value generation potential that can be activated through the consulting relationship Also the possible pathways for evolutionary transformation of consulting practices models and roles that consulting firms could follow if they want to take advantage of the important changes that are taking place are looked at Next a definition of management consulting is proposed which aims to identify the distinctive ontological real essential and relatively stable features of this particular service and emphasizes the mainly cognitive nature of its value creation potential Furthermore two approaches to interpreting management consulting are discussed the diachronic approach and the synchronic approach To conclude the theories interpreting knowledge creation processes as knowledge conversion processes are explained and applied to the specific context of management consulting relationships

Representing Organization Simon Lilley,Geoffrey Lightfoot,Paulo Amaral,2004 This textbook provides an accessible theoretical analysis of the organizational impact of information technologies It seeks to examine and comment upon the myriad ways in which actors organizations and environments are represented through these technologies Contemporary

threats to organizational form and stability are considered alongside the potential that information technologies offer to both exacerbate and overcome them It examines amongst others issues surrounding the material and symbolic aspects of information systems risk and prediction systems implementation and systems success knowledge management practices accountability and other management practices computerized modelling and the virtual organization To this end it deploys a number of different theoretical lenses including systems theory social constructivism labour process theory post structuralism actor network theory These offer complementary and contrasting insights into the computerization of managerial work In order to ensure that the book is both relevant and approachable to students from a range of backgrounds these theories are applied to real examples of the development and implementation of information systems This combination fosters practical knowledge that is theoretically informed The book thus aims to bridge the gap between the abstractions of current theories of organization and the grounded material that forms the bulk of Information Systems literature It thus offers a novel way into the ongoing debates surrounding technological change and the perennial problems of managerial control It has been designed to support theoretically informed Information and Technology courses at the advanced undergraduate and postgraduate levels and will also be of interest to academics in the fields of Management Information Technology Sociological and Cultural studies

Knowledge Management For 1 Competitive Advantage Harish Chandra Chaudhary, 2005-12 Aims to study the importance of knowledge management in organizations This work reviews and presents the state of knowledge management

Knowledge Management Systems Ronald Maier, 2013-03-20 Information and knowledge have fundamentally transformed the way businesses and social institutions work Knowledge management promises concepts and instruments that help organizations to create an environment supportive of knowledge creation sharing and application Information and communication technologies ICT are often regarded as the enabler for knowledge management initiatives The book presents an almost encyclopedic treatise of the facets concepts and theories that have influenced knowledge management and the state of practice concerning strategy organization systems and economics The second edition updates the material to cover the most recent developments in ICT supported knowledge management The book particularly provides a more in depth coverage of its theoretical foundation including a new account of knowledge work discusses the potentials and challenges of process oriented knowledge management adds a new chapter on modelling that plays an important role in knowledge management initiatives and contrasts architectures for centralized and distributed or peer to peer knowledge management systems

EJKM Volume 9 Issue 3 , **Beyond Knowledge Management** Brian Lehaney, 2004-01-01 Providing a combination of the conceptual and practical aspects of knowledge management this book demonstrates how this management approach can be effectively used Everyday examples are provided to encourage its practical application within organizations

Principle Advancements in Database Management Technologies: New Applications and Frameworks Siau, Keng, Erickson, John, 2009-12-31 Significant progression and usage of Internet

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Understanding the Small Family Business Denise Fletcher, 2002-09-26 This book makes an important contribution to the understanding of small firms by bringing together a number of key themes in management organization studies

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