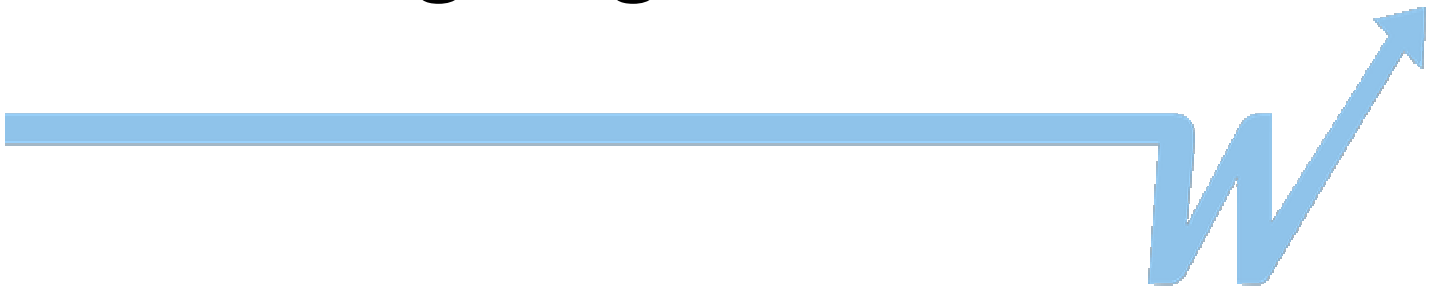




Characteristics of Effective Learning Organizations





Traits of Learning Organizations

Many people have a definition for learning organization. Almost every business guru has their take on the topic. The term “learning organization” developed as many organizations changed from product-based to knowledge-based, the largest contributing factor to this transition being the technology explosion.

However, for a company to truly become a learning organization, they must value learning. Everyone can tell when a company values learning. The employees say, “I don’t know, but I’ll find out.” It is not just a customer service phrase. It is a deep value within a person and organization to continue learning.

Actions of Typical Learning Organizations

- Buy learning for their employees in the form of training or other employee development activities
- Promote learning as a positive necessary aspect of company culture from the CEO to the front-line employee
- Sell or offer learning to their customers as a value-added service
- Present learning to others in the form of case studies
- Share learning with partners to leverage new profit centers
- Build on learning to maintain a competitive edge
- Embrace learning as an opportunity

Is your workplace a learning organization? If your company needs help developing into a learning organization, contact Write Wise Communications, LLC today!