



Department of Management Studies

INDIAN INSTITUTE OF TECHNOLOGY - DELHI

Studio 3 - LEARNING ORGANIZATION

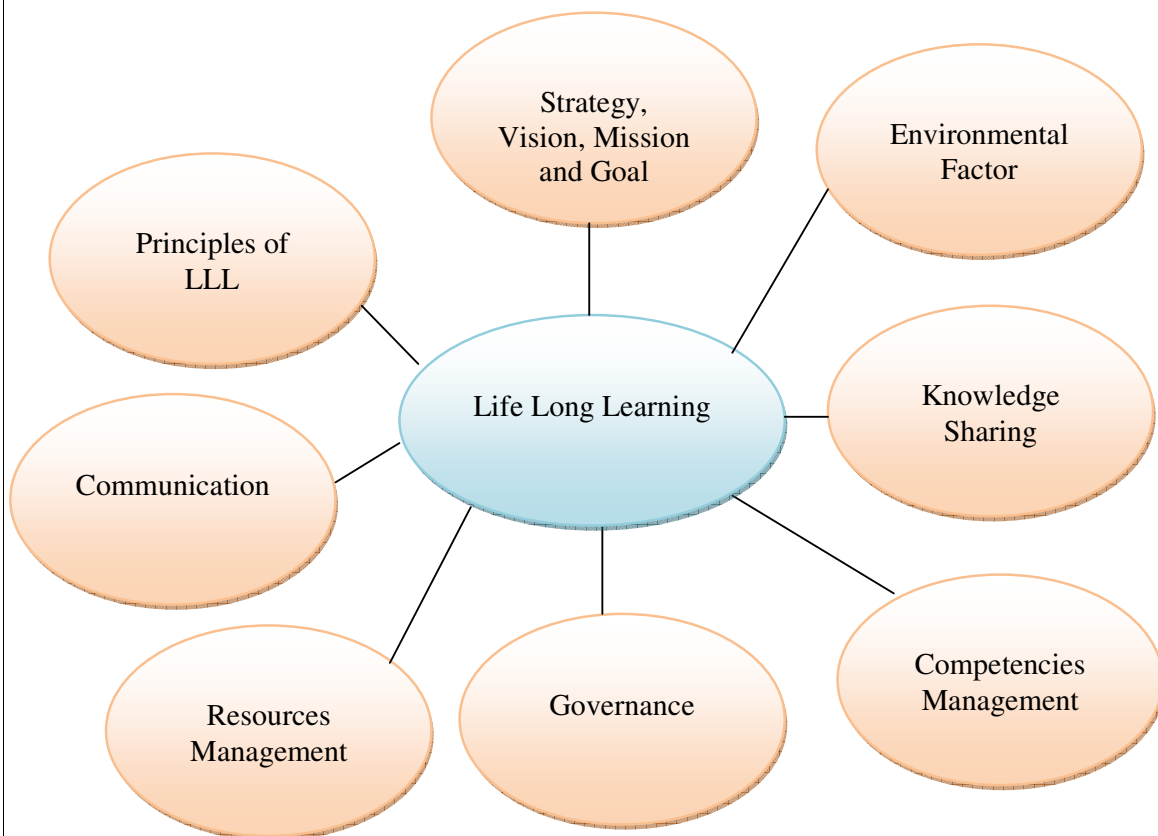
04 March 2009

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Learning Organization

Any organisation is a group of people working together to achieve some common objectives. In today's age of neck to neck competition, an organisation has to be a learning one to survive and thrive.

Mind Map of a Learning Organization



LLL (Life Long Learning) is the only way for a continuous and sustainable growth. There are various factors which are to be considered for the successful implementation of LLL.

1. **Strategy, Vision, Mission and Goals:** An organisation should have a clear vision and strategy to accommodate changes and transformations in its processes so as to continuously learn and adapt to the technological, strategic and methodological changes happening around.

2. **Principles of LLL:** It includes the flexibility and acceptance by the people for the changes or the procedures being followed by the org. in order to become a LLL organisation. This may include the total structural change in the organisation also

3. **Environmental Factor:** It includes the technical environment, the organisational internal and external environment to facilitate the change process in order to adapt to the learning of the organisation.

4. **Knowledge Sharing:** It is basically the information exchange phenomenon which focuses on knowledge management. It is information which can be exchanged but knowledge is one which one attains through experience.

5. **Competencies Management:** It includes competencies like foresightedness and also the degree of innovation which helps any organisation to stay ahead in today's competition.

6. **Governance:** Any change or learning is futile unless it benefits the people of the organisation and organisation in whole. So, proper governance which includes the transparency in process, agreement of people is also to be considered while implementing the concept of LLL.

7. **Resources Management:** Proper utilisation of Man, Machine and Money is always a determining factor for the success of any organisation and the same goes with the LLL organisation.

8. **Communication:** Proper communication across various levels in the organisation to incorporate and facilitate changes is very necessary for LLL.