



The Organizational Learning Cycle: How We Can Learn Collectively

By Nancy Dixon

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The underlying intention of this book is to demonstrate that while development focused on either "the organization" or "individuals" can have positive results, the most effective growth is achieved if organizational and personal development are combined and integrated. The author classes this as collective learning. To help achieve this ideal, Dixon sets out to clarify what organizational learning is and how it can make a difference. To aid comprehension, Dixon uses a model - the learning cycle - which is comprehensively discussed throughout the book. Further illustration comes by way of case material from: Chaparral Steel, The World Health Organization; Johnsonville Food and discussion of two key figures in the field, Chris Argyris and Reg Revan.

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