

## Philosophy Paper

For an organization to be an effective learning organization, we must first define what is a learning organization. A learning organization is an organization skilled at discovering, obtaining, and conveying knowledge, and at changing its behavior to reveal new knowledge and visions. Organization learning is viewed by most scholars as a process that unfolds over time and link it with knowledge acquisition and improved performance (Garvin, 1993). The truth is that new ideas are essential if learning is to take place through flashes of insight or creativity. Other times they arrive from outside the organization or are communicated by knowledgeable insiders. These ideas are the trigger for organizational improvement, and must work together to build and effective learning organization.

The importance of interpersonal skills in the workplace are essential to an effective learning environment. Leadership and communication skills are critical to organizational success. Managers should have the technical and tactical skills to provide esprit de corps throughout their departments or sections. Interpersonal skills will improve financial performance, more productive employees, and a higher level of recruitment for a firm.

### **Organizational Theory**

Luthans and his associates found that all managers engage in four managerial activities: (1) traditional management, (2) communication, (3) human resource management, and (4) networking (Robbins, 2017). Human resource management incorporates inspiring, penalizing, handling dispute, recruitment, and training. The average manager spends 20 percent of his or her time performing these activities. Success in this area of organization theory is necessary and will create an environment that is welcoming for both, the employer and employee.

### **Potential Limitations**

Globalization is a potential limitation to an effective learning organization. Globalization means that organizations now exist in an environment with no national borders, and as a result, the manager's job has changed (Robbins, 2017). Language barriers while working with others from different cultures are sometimes difficult, and sometimes slows down productivity. In the absence of borders, workforce diversity in organizations are becoming more heterogeneous in terms of gender, age, race, ethnicity, sexual orientation, and inclusion of other diverse groups. Managing this organizational behavior is essential to a firm's success, and learning how to manage it effectively is vital.

In conclusion, for an organization to become an effective learning organization, it should have strong management leaders. True transformation of an organization takes time, commitment, and resources (Heathfield, 2016). While everyone in the organization must help create an effective learning environment, it starts with the behaviors and contributions of successful leaders. Leaders provide the vision, the mission, and train their employees to have one common goal. These actions from the subordinates, and employees together will help an organization to become and build an effective learning organization.

References

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