

The Fifth Discipline Fieldbook Strategies And Tools For Building A Learning Organization Peter M Senge

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This is a different iteration of the original book 'The Fifth Discipline', (both are by Peter Senge) - itself a breakthrough book. The work Senge created in the Fieldbook version is practical and do-able, with the focus on individual exercises in as wide a range of management applications as you could need.

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About The Fifth Discipline Fieldbook. Senge's best-selling The Fifth Discipline led Business Week to dub him the "new guru" of the corporate world; here he offers executives a step-by-step guide to building "learning organizations" of their own.

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In The Fifth Discipline, Senge describes how companies can rid themselves of the learning "disabilities" that threaten their productivity and success by adopting the strategies of learning organizations—ones in which new and expansive patterns of thinking are nurtured, collective aspiration is set free, and people are continually learning how to create results they truly desire.

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The Fifth Discipline Fieldbook: Strategies and Tools for ...

The Fifth Discipline Fieldbook, edited by Peter Senge et al. provides a simple, coherent structure and a wealth of material for coaching leaders in five disciplines that build a learning organization. Each of the five disciplines is like a strategically located window that peers

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outward and inward, surfacing vital data for the coaching

Senge's Five Disciplines - Integral Focus

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The Fifth Discipline Fieldbook: Strategies for Building a ...

The fifth discipline is systems thinking, the bonding agent meant to bring all the other
disciplines together. This discipline is where people discover how they create their reality and
how they can change it. We are then given an in depth description of the 5th discipline, systems
thinking.

Senge's best-selling The Fifth Discipline led Business Week to dub him the "new guru" of the
corporate world; here he offers executives a step-by-step guide to building "learning
organizations" of their own.

MORE THAN ONE MILLION COPIES IN PRINT • “One of the seminal management books of
the past seventy-five years.”—Harvard Business Review This revised edition of the bestselling
classic is based on fifteen years of experience in putting Peter Senge’s ideas into practice. As
Senge makes clear, in the long run the only sustainable competitive advantage is your
organization’s ability to learn faster than the competition. The leadership stories demonstrate
the many ways that the core ideas of the Fifth Discipline, many of which seemed radical when
first published, have become deeply integrated into people’s ways of seeing the world and
their managerial practices. Senge describes how companies can rid themselves of the learning
blocks that threaten their productivity and success by adopting the strategies of learning
organizations, in which new and expansive patterns of thinking are nurtured, collective
aspiration is set free, and people are continually learning how to create the results they truly
desire. Mastering the disciplines Senge outlines in the book will: • Reignite the spark of
genuine learning driven by people focused on what truly matters to them • Bridge teamwork
into macrocreativity • Free you of confining assumptions and mindsets • Teach you to see the
forest and the trees • End the struggle between work and personal time This updated edition

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contains more than one hundred pages of new material based on interviews with dozens of practitioners at companies such as BP, Unilever, Intel, Ford, HP, and Saudi Aramco and organizations such as Roca, Oxfam, and The World Bank.

Since the Fifth Discipline principles were defined they have been used by many educators. Now Peter Senge and the Fifth Discipline team have produced *Schools that Learn*, focusing specifically on schools and education, which can help reclaim schools even in the most depressed or ill-managed districts.

Since Peter Senge published his groundbreaking book *The Fifth Discipline*, he and his associates have frequently been asked by the business community: "How do we go beyond the first steps of corporate change? How do we sustain momentum?" They know that companies and organizations cannot thrive today without learning to adapt their attitudes and practices. But companies that establish change initiatives discover, after initial success, that even the most promising efforts to transform or revitalize organizations—despite interest, resources, and compelling business results—can fail to sustain themselves over time. That's because organizations have complex, well-developed immune systems, aimed at preserving the status quo. Now, drawing upon new theories about leadership and the long-term success of change initiatives, and based upon twenty-five years of experience building learning organizations, the authors of *The Fifth Discipline Fieldbook* show how to accelerate success and avoid the obstacles that can stall momentum. *The Dance of Change*, written for managers and executives at every level of an organization, reveals how business leaders can work together to anticipate the challenges that profound change will ultimately force the organization to face. Then, in a down-to-earth and compellingly clear format, readers will learn how to build the personal and organizational capabilities needed to meet those challenges. These challenges are not imposed from the outside; they are the product of assumptions and practices that people take for granted—an inherent, natural part of the processes of change. And they can stop innovation cold, unless managers at all levels learn to anticipate them and recognize the hidden rewards in each challenge, and the potential to spur further growth. Within the frequently encountered challenge of "Not Enough Time," for example—the lack of control over time available for innovation and learning initiatives—lies a valuable opportunity to reframe the way people organize their workplaces. This book identifies universal challenges that organizations ultimately find themselves confronting, including the challenge of "Fear and Anxiety"; the need to diffuse learning across organizational boundaries; the ways in which assumptions built in to corporate measurement systems can handcuff learning initiatives; and the almost unavoidable misunderstandings between "true believers" and nonbelievers in a company. Filled with individual and team exercises, in-depth accounts of sustaining learning initiatives by managers and leaders in the field, and well-tested practical advice, *The Dance of Change* provides an insider's perspective on implementing learning and change initiatives at such corporations as British Petroleum, Chrysler, Dupont, Ford, General Electric, Harley-Davidson, Hewlett-Packard, Mitsubishi Electric, Royal DutchShell, Shell Oil Company, Toyota, the United States Army, and Xerox. It offers crucial advice for line-level managers, executive leaders, internal networkers, educators, and others who are struggling to put change initiatives into practice.

Learning is the key to success and survival in today's workplace. This essential best-practices toolkit with lessons from world-class leaders - FedEx, Nokia, Alcoa, Whirlpool, Microsoft, and others - tells how to successfully transform an organization into one that not only continually

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learns from its experiences but quickly translates that knowledge into improved performance. Rich with hands-on tools and dozens of new examples and case studies, this highly anticipated updated edition of the award-winning Building the Learning Organization puts the power of the author's Systems Learning Organization model into the hands of any manager who wants to participate in building, maintaining, and sustaining the next generation of learning organizations.

Donors, leaders of nonprofits, and public policy makers usually have the best of intentions to serve society and improve social conditions. But often their solutions fall far short of what they want to accomplish and what is truly needed. Moreover, the answers they propose and fund often produce the opposite of what they want over time. We end up with temporary shelters that increase homelessness, drug busts that increase drug-related crime, or food aid that increases starvation. How do these unintended consequences come about and how can we avoid them? By applying conventional thinking to complex social problems, we often perpetuate the very problems we try so hard to solve, but it is possible to think differently, and get different results. Systems Thinking for Social Change enables readers to contribute more effectively to society by helping them understand what systems thinking is and why it is so important in their work. It also gives concrete guidance on how to incorporate systems thinking in problem solving, decision making, and strategic planning without becoming a technical expert. Systems thinking leader David Stroh walks readers through techniques he has used to help people end homelessness and increase affordable housing, improve public health, strengthen public education and access to early childhood development services, protect child welfare, reform the criminal justice system, resolve identity-based conflicts, and more. The result is a highly readable, effective guide to understanding systems and using that knowledge to get the results you want.

This is a timely and groundbreaking book from the bestselling author of "The Fifth Discipline" series and "Presence". "The Necessary Revolution" reveals how corporations and organizations are, in the face of looming environmental crises and pressure from social issues, finding solutions that ensure both long-term survival and real-time business success. "The Necessary Revolution" is destined to become the essential handbook for everyone who understands the need to act and work together now to create a sustainable world for ourselves and the generations to come. A revolution is underway, and spreading fast. Organizations everywhere are boldly leading the change from the dead-end of 'business as usual' to new strategies and transformative practices that promote a flourishing, sustainable world. Pragmatic and powerful, today's most innovative leaders know that revolutionary - not incremental - changes in the way we live and work are necessary for their, and our, survival. Brimming with inspiring stories from around the globe, and organizations ranging from Alcoa to Oxfam, DuPont to GE, "The Necessary Revolution" clearly shows that ordinary people at every level within every organization have the ability and innovative spirit to do extraordinary things. By working collaboratively across boundaries, they are amplifying their creativity to find unprecedented solutions in an intensely interdependent world. "The Necessary Revolution" contains a wealth of strategies to help anyone, regardless of role or title, build the confidence and competence to respond effectively to the greatest challenge of our time. It is destined to become the essential handbook for everyone who understands the need to act and work together - now - to create a sustainable world for ourselves and the generations to follow.

Radical and hopeful -- Presence synthesises cutting-edge thinking, firsthand knowledge and ancient wisdom Presence: Human Purpose and the Field of the Future gives the reader an intimate look at the development of a new theory about change and learning. A book built

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around a series of wide-ranging conversations over a year and a half, Senge, Scharmer, Jaworski, and Flowers explore their own experiences and those of one hundred and fifty scientists and social and business entrepreneurs in an effort to explain how profound collective change occurs. Their journey of discovery articulates a new way of seeing the world, and of understanding our part in creating it -- as it is and as it might be. Presence explores the living fields that connect us to one another, to life more broadly, and, potentially, to what is "seeking to emerge." Seven capacities underlie our ability to see, sense, and realize new possibilities. Developing these capacities accesses a deeper level of learning that is the key to creating change that services the whole -- ourselves, our organizations and the communities of which we are a part.

This essential best-practices toolkit with lessons from world-class leaders—FedEx, Nokia, Alcoa, Whirlpool, Microsoft, and others—tells how to successfully transform an organization into one that not only continually learns from its experiences but quickly translates that knowledge into improved performance. Rich with hands-on tools and dozens of new examples and case studies, this highly anticipated updated edition of the award-winning Building the Learning Organization puts the power of the author's Systems Learning Organization model into the hands of any manager who wants to participate in building, maintaining, and sustaining the next generation of learning organizations.

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