

Day 3 Chairmans Opening Statement

Learning Organisation Statement.

“In the long run the only sustainable source of competitive edge is your organizations ability to learn faster than its competitors.”

Peter Senge.
The Fifth Discipline.

You either make dust or eat dust!

Edwards Deming, revered around the world as a pioneer in the quality revolution wrote to Peter Senge.

Our prevailing Systems of management has destroyed our people: People are born with intrinsic motivation, self respect, dignity, curiosity to learn, joy in learning. The forces of destruction begin with toddlers – a prize for the best Halloween costume, grades in school, gold stars – and on up through the university. On the job, people, teams and divisions are ranked, reward for the top, punishment for the bottom.

Deming was making the transition to what he terms “transformation of the prevailing systems of management.”

Fritz B Simon wrote in Soziale Systeme.

A learning organisation is an organisation which is able to change its rules of communication. To do it needs means of observing its own rules and of evaluating whether or not the knowledge implicit in them is still appropriate. The manager and the consultant, as the ones who “know” how to “run” a company, must be reconstructed. Their authority can be reconstructed by making use of the intelligence of self-reflective communication processes within the organization.

Enter “The Slight Edge” and the “The Learning Organisation” bringing some 25 years of senior management experience to facilitate a programme of organizational self development that enables the deconstruction and reconstruction of roles in a dynamic process that helps the learning process of the organization.

The Programme consist of five one day modules:-

Module 1: Personal Mastery.

Organisations learn when individuals learn.

Introduction of Leadership Laws. “You cannot give what you don’t have!”

Module 2: Mental Models.
Models that underpin our thinking, built up over many years in many instances an algorithm that regulates our involuntary responses.

Uncover them, talk about them, even laugh about them.

Module 3: Systems Thinking.
When discussing the “Current Realities” how do we move beyond the “react” and “anticipate” mode to understand and solve structural problems.

Module 4: Shared Vision.
The 2010 World Cup, soon to be a memory started with a vision, how Congruent is this VISION with a team.

Module 5: Team learning.
Self discovery can become the compelling case for change – how do Teams learn and function together to maintain the Learning Organisation.

The Slight Edge

That the things you do every day, the things that don't look dramatic, that don't even look like they matter, do matter – make All the difference!