

'If you are looking for a vision of what your company could look like, go no further. This book provides a framework to help you diagnose your company and transform it into a learning company.'
Personnel Management

'This is a gem of a book. Easy to read, easy to exploit, yet challenging.'
Training and Development

'A stimulating and exciting collection of ideas and references, a book to be ransacked, referred to, browsed over and, hopefully, encouraged and inspired by.'
Transition

'A very welcome update of a classic work, packed full of ideas, examples and references.'
Bob Garratt, author of *The Learning Organization*

What do Canon, the Beecham Paper Mill, Pilkingtons, the NHS, Marks & Spencer, Lazertek, Nissan, G & G Fans, Express Foods and Rover have in common?

From multi-national household names, to small, committed enterprises, these companies have all been identified as preparing for the future by taking a Learning Company strategy.

In addition to the acclaimed features of the first edition, this completely revised and extended text, based on five years of further action, experience and research, introduces fresh tools and ideas to bring your learning organization to life, including:

- ▶ Methods for assessing the Energy Flow of your company
- ▶ Ideas and tools for developing Dialogue, Whole Systems Development and using IT networks for organizational learning
- ▶ The seven modes of being and learning
- ▶ A major organizational case study applying the 11 characteristics of the Learning Company in practice
- ▶ A survey of writers on the learning organization.

There is no blueprint for the Learning Company because each is unique, however, Mike Pedler, John Burgoyne, and Tom Boydell provide you with the practical tools to help design and create an organization that is capable of adapting, learning and developing. At the forefront of new thinking, this essential and highly readable book is packed with ideas, information, advice, tools, 'Glimpses' and references to help you ensure that your organization is geared up to meet the demands of an ever-changing and unpredictable environment.

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STRATEGY FOR SUSTAINABLE DEVELOPMENT

SECOND EDITION

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