



Moving
Corporate
Learning

From
Good
To
Great

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BAS121 - FOTOLIA

Moving towards a learning organization

How to organise decision-making?



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A lot of companies have the ambition to become a learning organization. Companies who are doing so often struggle with it. Often, they change the organisational structure and make a programme to change this organisational culture. But one of the things they not often change is making decisions in the organisation. In this lab we will discuss the relationship between making decisions, and learning in organisations.

Some questions we will work with: What kind of decisions do you take? Which kind of decisions help you in doing your work? Which kind of decisions are frustrating you? Which models of taking decisions in a company are possible?

Johannes Regelink started 11 years ago a consultancy. When it became bigger he did a Master Learning and Innovation to learn how to help the company to be organized as a learning company, with distributed leadership. Now he started a Phd on the topic with the main question how to help organizations to transform in a learning organization.