

## **Building Learning Organizations Draft**

Due: Sunday midnight Week 5

Final Paper due in Week 7 Length: 8 - 10 double-spaced pages (excluding title and reference pages)

Points for Week 5 Draft: 50 for 5% of the final grade

### **Building Learning Organizations Paper Guidelines**

The final paper give you're the opportunity to discuss and apply the concepts and strategies of learning organization to a specific team, department or organization. The paper consists of two parts

1. As a case analysis, identify a challenge a specific organization that is not a learning organization faces; diagnose the issue by describing the impact of one or more system archetypes, and one or more learning disabilities
2. Recommend a plan to build a learning organization in the specific organization described in the case analysis by applying each of Senge's five disciplines

The final paper must adhere to APA standards and cite five or more scholarly sources including three peer-reviewed journal articles.

The purpose of submitting a draft in week 5 is to ensure you are on the right track in selecting an appropriate challenge for the case study, and proposing actions that will facilitate building a learning organization. Your grade for the draft will be based on timely submission, completeness and accuracy of your draft.

#### **Part I: Case Analysis**

Select an organization that is currently not a learning organization in which one or more system archetypes and learning disabilities are evident; the case analysis works best when you select a team or department with which you are familiar. For example, rather than selecting the entire military, focus on the specific unit where you are (or were) assigned.

Briefly describe the organization, identifying a specific problem or challenge that exists. Diagnose the problem by describing one or more system archetypes, and one or more learning disabilities that impact it. Your analysis must include theoretical definitions of the selected system archetype and learning disability as well as a description of how each affects the problem or challenge in this organization (3 – 4 pages).

#### **Part II: Recommendations and Action Plan**

For the organization discussed in the Case Analysis, recommend an action plan to transform it into a learning organization. The action plan must include one or more specific activities for each of the five disciplines that could be utilized over time to create positive change with the organization; these activities may come from The Fifth Discipline Fieldbook or other academic sources. For example, in preparing a recommendation for systems thinking, begin by identifying leverage point(s) for change for the system archetype(s) discussed in the case analysis, and then discuss strategies to address it (4 – 6 pages).