

Learning Organizations and Value Creation

**Review** the 6 key elements of a learning organization (Ch. 11 of *Strategic Management*, by Dess).

**Complete**the table below.Evaluate the extent to which the company you’ve selected to assess in this course epitomizes each of the 6 elements.

**Justify** your determination with examples.

| **Learning Organization Element** | **Extent to which the company epitomizes this element** | | | **Provide a sentence justifying your determination** |
| --- | --- | --- | --- | --- |
| **High** | **Medium** | **Low** |
| ***Example*** |  | **x** |  | *[This] is why I believe it is medium.* |
| Inspiring and motivating people with a mission or purpose |  |  |  |  |
| Developing leaders |  |  |  |  |
| Empowering employees |  |  |  |  |
| Accumulating and sharing internal knowledge |  |  |  |  |
| Gathering and integrating external information |  |  |  |  |
| Challenging the status quo and enabling creativity |  |  |  |  |
| Recommend at least 1 step the organization's leaders could take to enhance 1 of the elements and explain how that could help the organization create more value. | | | | |
| References: | | | | |