

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:  |