

Introduction:

Organizations are faced with turbulent and fast-changing environment as markets; consumers, competitors and technology are constantly changing. Global competition and emphasis on knowledge have forced organizations to rethink how they produce and deliver products and services. To keep pace with these changing environment organizations need to remain flexible and continually improve to gain competitive advantage. A firm in a turbulent environment, therefore, must continually innovate to remain competitive. Incremental innovations must give way to radical innovations as organizations are no longer able to respond to the environmental changes using the same structures, mindsets or knowledge, strategies, leadership and technologies that had worked for organizations in the past. To obtain and sustain a competitive advantage organization must develop new skills to face the uncertainties of the new environment. Therefore organizations need to develop their learning capability, to be able to learn better and faster from their successes and failures, from within and from outside. Only if they increased their capacity to learn would they be able to survive and adapt to the changing environment. They would need to continuously transform themselves into an organization where everyone, groups and individuals, would quantumly increase their adaptive and productive capabilities. This requires that the rate of learning must be equal to or greater than the rate of change in the environment. This has led to the development of a new species of organizations called the **Learning Organization**. **Learning organizations** are companies that are continually transforming themselves to better manage knowledge, utilize technology, empower people, and expand learning to better adapt and succeed in the changing environment.

Contents of the Seminar:

1. Learning in Organizations.
2. Organizational Learning
3. Subsystems of the Learning Organization
4. Facilitators and Inhibitors of the Learning Organization.

Resource Person:

Ms. Sapna Rijal, a PhD Scholar, University of Delhi, New Delhi

Who should attend:

CEOs, Human Resource Managers & Senior Managers

Training Methodology:

Presentation

Duration / Date / Time:

One day / June 24, 2005 / 1000 hrs

Venue: Human Resource Development Centre, FNCCI

Nomination Form
Seminar on Learning Organisation
24 June 2005

Name of nominee:.....

Designation:.....

Name of the Company:.....

Contact Details

Tel:.....

Fax:.....

Email:.....

Nominated by

Signature:.....

Name:.....

Designation:.....

Company Seal:

Please fax or mail this form to Manij Lakhey at Human Resource Development Centre,
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