

Applying Senge's Five Disciplines to Organizational Learning

Posted on October 28, 2019

Introduction

Peter Senge suggested that change and learning can easily be achieved when people come together. Based on this analogy, there is a possibility that enterprises can cultivate a culture of learning so that change can be embraced since, at the end of the day, everybody within the premises of an organization is capable of learning. In the process, new approaches to thinking can easily be developed so that people can continue to grow. Using Senge's principles in a company can be achieved if the focus is placed on a particular principle and then efforts are made to ensure that the others can be incorporated into the process. Nevertheless, it is critical that all the principles adopted by the organization are interlinked with each other in the process of developing a learning organization (Senge, 2014).

A Shared Vision

Leader-to-employee idea transfer is achieved within the organization through extensive meetings and conferences. The management team understands that greater progress can be achieved when all employees focus on the vision and mission through a common eye. Employees are also encouraged to have personal visions with regard to the achievement of company success. The end result of this is the "never compromise" attitude being adopted by all teams within the company (Senge, 2014).

Development Of Systems Thinking

Systems thinking is never a cure-all solution for the challenges within the organization. However, it helps to provide a better overview of challenges that have been encountered. Using it provides an understanding of the current situation and how the future can be countered ("A Study Based On Senge Model," 2018). Many problems are faced by the existing teams in the organization. When a quick solution is selected for the current challenges, they only end up becoming bigger. The proper application of system thinking helps in understanding the methods that will be used to develop long-term solutions.

Mental Models

Peter Senge defined mental models as a process of thinking that can be applied to a learning organization through the managerial steps. It has been noted that developing mental models within the organization will require the teaching of new skills to employees and coming up with innovations that have to be solved so that the acquired skills will be effectively applied. Such a process requires a huge capital investment, which the organization will have to secure on a long-term basis. The undertaking will enable employees to understand themselves so that they can plot a clear roadmap for growth (Chang & Lee, 2007).

Team Learning

The managerial team within the organization has set up different teams that will help to make learning a smooth process. Team learning is essential as it helps to combine shared vision and personal mastery. Team learning has provided positive outcomes for the company since it makes the working environment to be welcoming for new employees, and hence, they can become part and parcel of the mission much faster (Peter, 1994).

Personal Mastery

Organizational learning can only be achieved through the people who choose to learn. However, personal learning is not an assurance that organizational learning will occur. If personal learning does not occur, then will organizational learning. In the company, Personal mastery is enforced through an evaluation of how employees are able to solve day-to-day tasks ("A Study Based On Senge Model," 2018).

Analysis Of The Company

The company's evaluation based on Senge's principles shows that it has not fully managed to become a learning organization, but steps are continually being taken to ensure that the concept can be achieved easily (Magzan, 2012). Strengths that would enable the creation of a learning organization include high capital availability as the organization is well established and the availability of a dedicated team of employees who are ready to learn and adapt to change. On the other hand, the main weakness is the company bureaucracy.

Challenges That The Company Would Face

Resistance To Change

Most employees are accustomed to a certain culture within the organization, and it may be very challenging to make them adopt new methods. The stubbornness cuts across all groups in the company, and it can be overcome by explaining to employees the importance of the change that is about to be adopted.

Lack Of Leadership Training

Managers in the organization should be coached on approaches that they can use on every undertaking, even though they may not come into contact with every process. Not everybody within the company has the capability of becoming a leader, and therefore, offering adequate training would be a suitable way of ensuring that all people can become capable of boosting company success (Chang & Lee, 2007). Creating an association between employees and the managerial team creates trust between the two groups.

Failure To Acknowledge Team Success

The organization is very big, and everybody has personal objectives that they intend to achieve. When personal achievement is set above organizational goals, then it becomes very difficult to develop teamwork. Organizational learning is based on effort and time. Most employees may not be able to offer both of these as a result of personal commitments, making it difficult to achieve the concept of enterprise learning.

Conclusion

These challenges touch on both the managerial team and employees. Both groups are the ones that are primarily affected by the concept of organizational learning. So as to successfully implement Senge's five principles, an important aspect that should be understood is the nature of the interrelation that exists between them. When all principles are successfully implemented, then it becomes possible to continually create a learning environment.

References

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