**Pre-Arrival Task**

**Leading Organizational Learning**

Provide your initial analysis of a learning organization. This could be a school, organisation, or business; a unit, panel, or department; or a small team.

Please complete after reading Chapter 1 of Senge (2004), *The Fifth Discipline*, which is provided on Moodle.

Please note that there are two parts to this assignment.

Part 1: about 400 words

Most of us at one time or another have been part of a great ‘team’, a group of people who functioned together in an extraordinary way – who trusted one another, who complemented each others' strengths and compensated for each others’ limitations, who had common goals that were larger than individual goals, and who produced extraordinary results (Senge, 2004).

Some of us, unfortunately, have also worked on struggling teams that don’t match Senge’s description. Teams that make you frustrated, isolated, and hopeless.

Share your experience of a team that you’ve worked on. It could be a great team or a struggling team. You could respond to one of the below prompts:

If you have experienced Senge’s sort of profound teamwork – in your own work, or in sports, or in your reading (if you have not personally experienced it)—please describe this Learning Organization and delineate its major features that make it ‘great’. You can use the first chapter of *The Fifth Discipline* as a reference.

OR

If you have not experienced Senge’s sort of profound teamwork, please explain what made the team struggle and made the team members ineffective.

Part 2: about 500 words

Building from your above analysis, please dig deeper to analyse your organization, unit or team’s functioning as a learning organisation. Please do so by completing the below table. To do this, you will need to read Chapter 1 of Senge (2004), *The Fifth Discipline*.

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| The main of my organization, unit or team is: | | |
| Concept | Evidence of this (your own observations and perspectives) | Your assessment (what works, what doesn’t, what should be improved?) |
| Systems thinking |  |  |
| Personal mastery |  |  |
| Mental models |  |  |
| Shared vision |  |  |
| Team learning |  |  |
| Other ideas |  |  |