

Rethinking Strategic Learning - Russ Vince

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"Rethinking Strategic Learning" is a thought-provoking and scholarly book that examines learning as both a social and a strategic process, invariably linked to emotions and politics that are mobilized by attempts at learning and organizing. It makes a substantial contribution to theories of organizational learning, as well as developing new ideas about critical reflections and collective leadership. The author outlines a critical perspective on HRD, arguing that staff responsible for learning and change in organizations have put too much effort into the development of individuals and not enough into understanding and engaging with organizational dynamics that limit and shape individuals' opportunities and abilities to learn and change. HRD is explained as an intervention within a political system and a practice of management and leadership, with all the difficulties and contradictions that attempting to manage and to lead are likely to contain and reveal. This means that the focus of HRD is on action, on developing the capacity to act, on generating credibility through action, and on influencing and working with others in situations loaded with emotion and politics. "Rethinking Strategic Learning" will be essential reading for students and academics of Management and Organizational Studies, HRD and all those involved in attempts to understand and implement learning and change in organizations. Author: Vince, Russ Publisher: Routledge Illustration: N Language: ENG Title: Rethinking Strategic Learning Pages: 00000 (Encrypted PDF) On Sale: 2004-04-22 SKU-13/ISBN: 9780415300575 Category: Business & Economics : Economics - General

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