Organization Recommendations. Using Senge's five disciplines analyze if your company is a learning organization. Discuss your findings - strengths and weaknesses - use your past six weeks of the analysis you performed on your company as evidence to support your judgment. Make sure you analyze your organization on each of the five disciplines. To provide analysis tell your readers how your evidence supports your claim - just don't provide an example The Five Disciplines to Learning Organizations Systems Thinking Personal Mastery Mental Models Shared Vision Team Learning 1. Systems Thinking: Systems thinking is a holistic approach to analysis that focuses on the way that a system's constituent parts interrelate and how systems work over time and within the context of larger systems. The systems thinking approach contrasts with traditional analysis, which studies systems by breaking them down into their separate elements. 2. Personal Mastery: Personal mastery is the discipline of continually clarifying and deepening our personal vision, of focusing our energies, of developing patience, and of seeing reality objectively. People with a high level of personal mastery are able to consistently realize the results that matter most deeply to them— in effect, they approach their life as an artist would approach a work of art. They do that by becoming committed to their own lifelong learning. The discipline of personal mastery starts with clarifying the things that really matter to us, of living our lives in the service of our highest aspirations. 3. Mental Models: Mental models” are deeply ingrained assumptions, generalizations, or even pictures or images that influence how we understand the world and how we take action. Very often, we are not consciously aware of our mental models or the effects they have on our behavior. 4. Shared Vision - If any one idea about leadership has inspired organizations for thousands of years, it’s the capacity to hold a shared picture of the future we seek to create. One is hard-pressed to think of any organization that has sustained some measure of greatness in the absence of goals, values, and missions that become deeply shared throughout the organization. When there is a genuine vision (as opposed to the all-too-familiar “vision statement”), people excel and learn, not because they are told to, but because they want to. But many leaders have personal visions that never get translated into shared visions that galvanize an organization.

5. Team Learning: Team Learning is where the intelligence of the team exceeds the intelligence of the individuals in the team, and where teams develop extraordinary capacities for coordinated action. When teams are truly learning, not only are they producing extraordinary results, but the individual members are growing more rapidly than could have occurred otherwise. The discipline of team learning starts with “dialogue,” the capacity of members of a team to suspend assumptions and enter into a genuine teams develop extraordinary capacities for coordinated action. When teams are truly learning, not only are they producing extraordinary results, but the individual members are growing more rapidly than could have occurred otherwise. The discipline of team learning starts with “dialogue,” the capacity of members of a team to suspend assumptions and enter into a genuine. Discuss the challenges that your company would face moving to a learning organization. To do this use three of Senge's eight strategies that would help your business transform into a learning organization. Discuss why you selected these strategies over the others. Also make sure you discuss how would these strategies help your company? DELIVERABLES USE THIS LINK TO READ THE 8 STRATEGIES USE THIS BARCODE TO LOG IN: 28030000204367 http://eds.a.ebscohost.com.postu.idm.oclc.org/eds/ebookviewer/ebook?sid=03672fdd-d869-4b00-9502-37b340f6cb8e%40sessionmgr4006&ppid=Page-\_\_-197&vid=0&format=EK For evidence, see if any of your prior week's evaluations are relevant. (SEE BELOW) \*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*BUILDING POINT\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\* THE FIFTH DISCIPLINE Antoniolen Gamble Post University DISCIPLINE Introduction Discipline is a prerequisite factor that determines the success of any organization. There are various aspects to discipline as described in Senge’s 11 laws of the fifth discipline. These laws guide leaders at organizations in making decisions and influencing the curse of the company. I have experienced these laws in my leadership at a company focused on recruiting the US army. In this paper, I will discuss three laws that are most common in my company. These laws include 1) today’s problems come from yesterday’s solution, 2) The cure can be worse than the disease, and 3) Small changes can produce big results–but the areas of highest leverage are often the least obvious. These laws are generated from experiences and are learned through failure. Indeed failure is part and process of success as a learning point. Solutions can Create Problems The first law of the fifth discipline states that today's problems are generated by yesterday's solutions. This means that solutions can only be rational or feasible for a given period of time beyond which they cause stress on the organizational resources or generally generates more problems. For instance, at my office, we often use quick-fix schemes when faced with a crisis or when there is pressure to react. These schemes are very effective at the time but backfire later when conditions change (Murray, 2008). For instance, late last year we fell in a position where our recruiting deficit became overwhelming when looking to accomplish the overall YTD mission and it almost seemed impossible. We tried to come up with new ways in order to make this mission and introduced new incentives to recruiters. but still, there was a huge strain and we were worried that we would not make YTD mission. We thought we had no other option so we decided to have each individual focus on their piece of the pie in order to make it seem smaller. However, once the numbers were divided, it became very costly because not everyone was able to meet their individual goals. This put major stress on top producers to carry the team. This tactic burned out the heavy hitters and ultimately caused greater failure. I have learned from this law that it is crucial to critically analyze solutions beyond the current problem and to avoid quick-fix strategies. Cure Can Be Worse Than the Disease I have also learned the hard way that “the cure can be worse than the disease”. This law means that the easiest of the solutions may not be necessarily effective and is always addictive. The solution could create more problems than solve our issues. In Army recruiting, we have always had production limits which are slightly below our full capacity. The difference is because of certain personnel exceptions to policy resources for emergency purposes. When the war picked up in the early 2000s, the Army increased its projected capacity by creating new exceptions and incentives. This led to short-term manning problems as well as strain on other resources. The Army began to recall those employees who left at their ETS with bonuses and create waiver authority for applicants with more extensive moral backgrounds. This seemed to be an easy solution it turned out to be ineffective. The scheme and the recall were not supportive after things began to die down. This decreased morale and many units experienced lack motivation. The department of defense was not pleased with the quality of recruitment processes and a downsize begin involuntarily separating soldiers who had been in major trouble first. Additionally, Promotions slowed down do too over strength, New soldier were more disposable which created a great learning barrier. This law has taught me to always conduct a proper analysis of all solutions. Some solutions are more costly than the effects of the current problem. More is not always better in the long run.