

# Building Organizational Agility Through Learning

## Leading an Adaptive Organization

Building Organizational Agility Through Learning will help learners locate the learning and capability gaps that are at the heart of significant business problems. They'll discover how and why leaders must facilitate organizational learning. They'll also understand how to reframe business problems as learning challenges and identify factors that influence how individuals best learn—thereby strengthening the organization's core capabilities to develop talent.

### In the course, learners will:

- Identify a blind spot or business challenge that requires team or organization learning
- Reframe a current business problem to reveal the learning gaps
- Conduct interactive dialogues to explore new information in a competitive environment
- Practice listening and questioning skills to create an attitude of openness about the targeted business challenge
- Define what's required to support continuous growth as the future becomes more difficult to forecast

Developed in Partnership with

Udemy business | corp u

### Learners will:

- Find out how to trace root causes of significant organization and leadership failures to the learning deficiencies that contributed to them
- Recognize how leaders encourage organizational learning
- Understand how to reframe business problems as learning challenges
- Discover how to embed new learning and knowledge into your organization's routines in order to continually strengthen capabilities

### Author



#### Stanton Wortham

Professor of Operations and Inaugural Charles F. Donovan, S.J., Dean at Boston College's Lynch School of Education and Human Development

## Course Outline

### WEEK 1

#### The Importance of Learning

Adaptability: an Essential Organizational Capability  
The Role of Learning in Your Organization  
A Leader's Job: Helping the Organization Learn  
How to Learn

### WEEK 2

#### Cultivating Learning Through People and Processes

Increasing Adaptability by Embracing Uncertainty  
Uncovering Different Dimensions of a Business Problem  
Problem Solving and Application

### WEEK 3

#### Enabling Learning Across the Organization

Creating and Fostering Processes that Facilitate Learning  
Matching Learning Theory to Challenge  
What Does it Take to Turn a Battleship?

### WEEK 4

#### Questioning and Listening Skills

Fostering an Attitude of Openness to New Possibilities  
Anchoring Discussions in Good Communication  
Tools to Strengthen Dialogue

### WEEK 5

#### Leading Learning

Preparing Your Team to Pursue Learning  
Leading a Discussion with Your Team  
Shifting From Directive to Open Leadership  
Challenges and Opportunities