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Development Concept Introduction Concepts are a repetition of events or most objects in terms of their appearance, occurrence or use. Their understanding is always dependant on the use of labels, pictures and diagrams among others. To make a relationship between a concept and the object of reference valid, connecting lines are used in connecting ideas.

Kolb's Experimental learning cycle

Concrete

Experience

ActiveReflective

Experimentationobservation

Abstract

Conceptualization

retrieved from: http://books.google.co.ke/books?id=gTn1rJFSOm0C&pg=PA40&lpg=PA40&dq=kolb%27s+learning+cycle-books&source=bl&ots=ML4lQyZuas&sig=OJBjD-20YBDSMMHTDGeokKArJtQ&hl=en&sa=X&ei=moxLU5_uAuSx0QXulIDYAw&redir_esc=y#v=onepage&q=kolb%27s%20learning%20cycle-books&f=false.

Concept definition

Kolb, in his proposal, he admits learning is a continuous process. From the model above, learning only, occur when we become familiar to an experience in our lives. This, according to Kolb, is the concrete experience. With this, it simply refers to the daily happenings that bring memories in people's lives. For instance, being stressed or getting bored in a discussion serve as example for concrete experience (Dixon Nancy: pp. 40). Learning, according to his suggestion, involves the second step, which is the reflective

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observation to picture what has occurred. Since reflection is always selective, our expectations have a high influence upon it. The third step, abstract conceptualization, is useful in bringing the sense in the experience. This involves relating issues or structures with something to bring out a clear meaning. The final step, active experimentation tests the understanding of something through actions.

The organizational learning cycle, which derives its arguments from the Kolb's learning cycle show a true reflection to what happens at work. Before a supervisor hands over a task to one of the junior members, instructions must be very clear or something one knows or familiar with. By making the instructions clear, the employee, using the reflective observation will be in a position to picture what happened and relate it to the task so that it brings sense before putting it into action.

Conclusion

Concepts are very useful in understanding something. They determine the understanding capabilities of people. This is very evident in the Kolb learning cycle. Learning is a continuous process thus can only continue when the previous step is successful failure of which learning cease to take place.

Work cited

Dixon Nancy M. The Organizational Learning Cycle: How We Can Learn Collectively. Hampshire: Gower Publishing Limited. 1999. Print.