

# Organizational learning disabilities



" I AM MY POSITION" Focus only on position = little sense of responsibility for results produced when all positions interact" THE ENEMY IS OUT THERE" Assigning blame on others. ONORGANIZATIONAL LEARNING DISABILITIES SPECIFICALLY FOR YOUFOR ONLY\$13. 90/PAGEOrder Now" THE ILLUSION OF TAKING CHARGE" Proactiveness is reactiveness in disguise. True proactiveness comes from seeing how we contribute to our own problems." THE FIXATION ON EVENTS" Generative learning cannot be sustained in organization if people's thinking is dominated by short term events." THE PARABLE OF BOILING FROG" We will not avoid the fate of the frog until we learn to slow down and notice the gradual processes that often pose the greatest threats.'THE DELUSION OF LEARNING FROM EXPERIENCE" We learn best from experience but we never directly experience the consequence of many of our most important decisions." THE MYTH OF MANAGEMENT"" Skilled Incompetence"--team of people who are incredibly proficient in keeping them from learning.