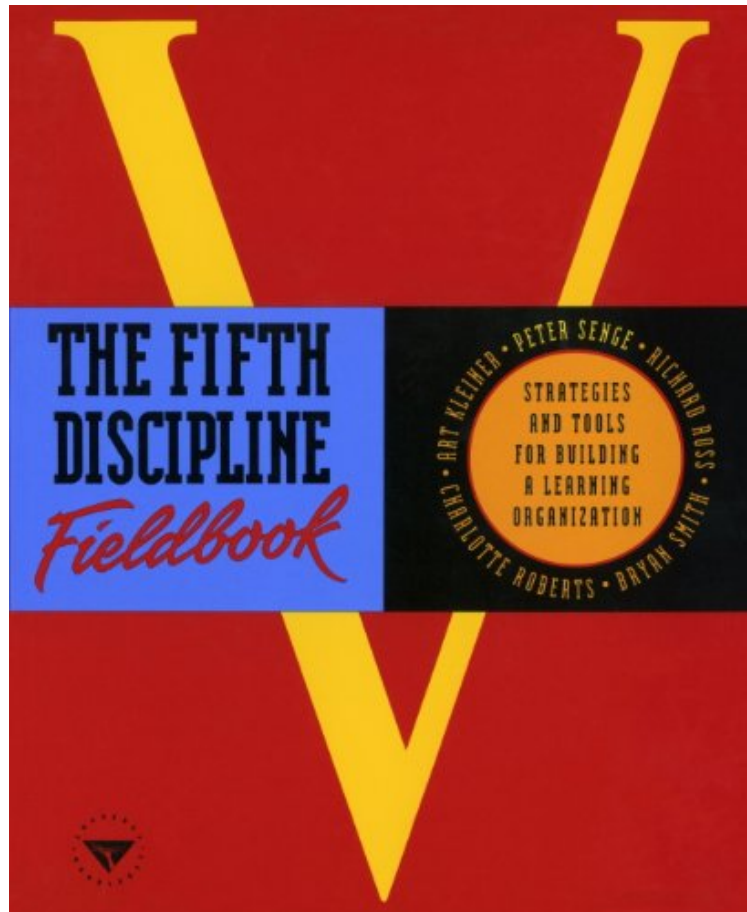


The Fifth Discipline Fieldbook: Strategies and Tools for Building a Learning Organization

Peter M. Senge

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Peter M. Senge : The Fifth Discipline Fieldbook: Strategies and Tools for Building a Learning Organization before purchasing it in order to gage whether or not it would be worth my time, and all praised The Fifth Discipline Fieldbook: Strategies and Tools for Building a Learning Organization:

2 of 2 people found the following review helpful. Senge is the Reader and That Really Makes This InterestingBy GreenyAside from content, I want to emphasize the greatness of this book due to Senge as reader. His voice sounds friendly and he has an engaging style.Senge's approach to creating the five disciplines stems from the business theory of systems thinking. This theoretical approach is concerned with how each individual in an organization interacts with others in the organization (the greater system). The system has subsystems and to be a learning organization must incorporate the disciplines to modify the relationships as needed for the greater good of the whole.The Fifth Discipline is filled with examples that illustrate that goodness of systems thinking approaches. Its antithesis is the silo organization, a common example in local and national governments. In the silo organization, individuals see their own best interests in building their fiefdoms in order to keep their positions. The learning organization always strives to

connect individual's best interests with those of the organization as a whole, necessitating a far greater degree of cooperation and much more nuanced management. The halcyon days when Senge's book appeared are really just a memory now. But many of his ideas have been incorporated into other author's works and these ideas live on. I wonder if the linking of the each employee's interests to the interests of the organization as a whole is in many cases de-linked by forces of globalization. Since Senge wrote this book, health care costs have increased dramatically. It would be great to have a new edition to this book published.

2 of 2 people found the following review helpful. Stop the granular thinking trap

By Preston True

Senge's book is a must read for anyone, especially if in business management / ownership. Personally, I'm a champion for the practical reality that our worldview determines our behaviors and actions. Senge weaves that concept throughout this book.

In support of brevity, here are the two reasons this book is a winner:

- 1) He logically refutes the culturally accepted and automatic behavior of short-term problem solving. Although a dose of Pepto-Bismol relieves the immediate discomfort, one might consider changing eating patterns (type of food, time of meals, quantity of food, dining environment) instead. His "shifting the burden" archetype explains in detail why short-term problem solving is never the answer to today's complex challenges, but actually the primary perpetrator of organizational extinction.
- 2) His book is a constant invitation to: a) embrace delays once a "solution" has been acted upon, and b) not panic. This is in contrast to how we (and many organizations) typically: a) reject the most recent "solution" after the desired change doesn't occur quickly, and b) blame others so as to alleviate our panic and/or remove ourselves from the situation (or undesirable consequences of the situation).

This is the most valuable instruction manual you can have in business. Not only that, but the application of Senge's ideas are just as appropriate in the educational, non-profit, or even personal realm. You need this book today.

1 of 1 people found the following review helpful. Great

By Pinky the PinkDiva

Very great book, very informative, learned a lot from this reading material.

Senge's best-selling *The Fifth Discipline* led *Business Week* to dub him the "new guru" of the corporate world; here he offers executives a step-by-step guide to building "learning organizations" of their own.

If you believe, as I do, that people are the only long-term competitive advantage and lifelong learning is the way to fully develop that advantage, you must read this book. It's about the real work, the work of implementation! -- Richard F. Teerlink, President and CEO, Harley-Davidson, Inc. Senge's message of growth and prosperity holds strong appeal for today's business leaders. Fortune

Peter Senge's concepts take work. They take time. They take personal commitment. But, I believe, they hold the potential for sustained success. -- Robert E. Allen, Chairman of the Board, ATT

Peter Senge's advocacy of the learning organization helped begin a revolution in the workplace. And, the relevance of Senge's work is growing rather than diminishing over time. As more businesses go global, the need to overcome psychological barriers to necessary organizational change increases. *Management Today* A landmark book. *Christian Century* This should be a valuable guide and reference to those leading, or simply taking part in, organizational transformation. There's a lot to learn and use in the *Fieldbook*. -- Philip Carroll, President and CEO, Shell Oil Company

From the Publisher

Senge's best-selling *The Fifth Discipline* led *Business Week* to dub him the "new guru" of the corporate world; here he offers executives a step-by-step guide to building "learning organizations" of their own.

From the Inside Flap

Introduction read by the author

4 cassettes: 0-553-52595-66 Hours

Peter Senge's national bestseller, *The Fifth Discipline*, revolutionized the practice of management by introducing the theory of learning organizations.

Now Dr. Senge moves from the philosophical to the practical by answering the first question all lovers of the learning organization ask: What do they do on Monday morning?

The *Fieldbook* is an intensely pragmatic guide.

It shows how to create an organization of learners where memories are brought to life, where collaboration is the lifeblood of every endeavor, and where the tough questions are fearlessly asked.

The stories here show that companies, businesses, schools, agencies, and even communities can undo their "learning disabilities" and achieve superior performance.

If ever a work gave meaning to the phrase hands-on, this is it.

Senge and his four co-authors cover it all including:

- Reinventing relationships
- Being loyal to the truth
- Building a shared vision
- Organizations as communities
- Designing an organization's governing ideas

The *Fieldbook* is designed to have you creating a learning organization right from the very beginning!

Listen to it anywhere: in meetings, planning sessions, during reflections, or anytime a conflict or challenge arises. Listen to *The Fifth Discipline Fieldbook*, take notes, and watch your own guide to mastering the disciplines of organizational learning evolve.