THE ENTERPRISE AS A LEARNING SYSTEM

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Change (C) is the most significant phenomenon of modern economies; learning (L) is the medium of adaptation to change. If $L > C$ the economy may survive but if $C > L$ it will certainly fail. It is argued that L is a social or institutional property and that the first responsibility of all chief executives is to promote it, encouraging their organisations to become autonomous learning systems employing the daily experiences of their own staffs as a medium of self development. Research evidence will suggest how this can be done.