

Different styles of learning organizations.

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Organizations are socio-technical systems. Because of that, they have their own behavioral styles as in all social systems and complex processes of information gathering and knowing as in complex adaptive technological systems. From that perspective, organizational learning process looks more like individual learning process.

Diversity of experience , education, gender, ethnicity, sexual orientation, expertise, and opinion can aid any organization in attempting to understand the environmental changes in organization's own way.

Learning in an organization means the continuous testing of experience, and the transformation of that experience into knowledge- accessible to the whole organization, and relevant to its core purpose. So, different types of experiences and psychologies cause different types of adaptation.

Kolb suggests that there are two ways of grasping knowledge, apprehension and comprehension, as well as two ways of transforming this knowledge, via intention (internal reflection) or extension (external manipulation).

There is an on-going study to test the transformation idea of individual learning styles to organizational learning behavior, at Turkish Military Academy in Turkey. From that perspective, David Kolb's LSI (Learning Styles Inventory) is tested in the meaning of whether it would be an organizational behavior in a constructivist approach. The results of this study and the new model based on the different organizational learning types will be discussed.