

Cultural Learning Organizations: A Model

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IV. A working definition of a 'learning organization'

Integrating the ethical and structural perspective, a definition of a 'learning organization' would be an organization, where in order to reach the common objectives and vision of the organization, distributed leadership promotes reflection (self-reflection and organizational reflection) and inquiry, participation at all levels and continuous sharing of knowledge, all of them supported by structural communication, individual development and participative decision-making.

