

Learning as an Organization

Organizational Learning Resources

An effective housing professional recognizes that change is an inherent reality of the work and commits to removing outdated policies, procedures, and practices that prevent students from accessing the support and resources needed for their learning. Housing organizations must be centered as learning organizations that accept the consistency of change, learn from past mistakes, and embrace future considerations.

Centering housing in operational learning is vital because not only does it allow housing and residence life departments to meet current challenges, but it also prepares individual staff and the organization as a whole to meet future challenges as they emerge; potentially even proactively averting them before they occur. To achieve this benchmark, departments must begin their work from a solid foundation, be aware of external factors that can affect their work, find assistance from available resources, and instill a culture of trust, flexibility, and a willingness to accept change.

The following resource list helps provide a foundational understanding of these concepts as well as guidance in integrating them into an organizational culture.

Resource List

BOOKS

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- Senge, P. (2006). *The fifth discipline: The art and practice of the learning organization* (2nd ed.). Random House Business. (Related Graphic: <https://evolve-sg.com/peter-senges-learning-organization-offers-remote-teams-5-disciplines-to-support-change-part-2/>)
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- Stroh, D. P. (2015). *Systems thinking for social change: A practical guide to solving complex problems, avoiding unintended consequences, and achieving lasting results (illustrated edition)*. Chelsea Green Publishing.

DISSERTATIONS

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ARTICLES

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- Nash, R. J., & Jang, J. J. J. (2013). The time has come to create meaning-making centers on college campuses. *About Campus*, 18(4), 2–9. <https://doi.org/10.1002/abc.21124>