



知享会
HR Excellence
Center

Visiting us at  www.hrecchina.org



Turning passive training to proactive learning



Agenda



- 1. Calling from the changing world**
- 2. Motivation for Learning**
- 3. About Learning**
- 4. Learning Organisation**

Calling from the Changing World

Why Learning?

The changeable world



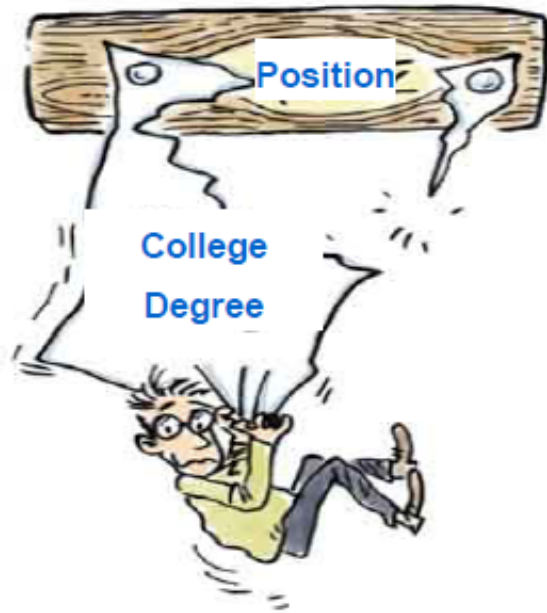
The changeable world

Why Learning?

Problems we are facing are those that not happened before and not be faced by others or not be solved by others.

Where are answers???

Individual Learning –Lifelong



Motivation for Learning

Learning Story Sharing



Please recall a learning story that happened to you.

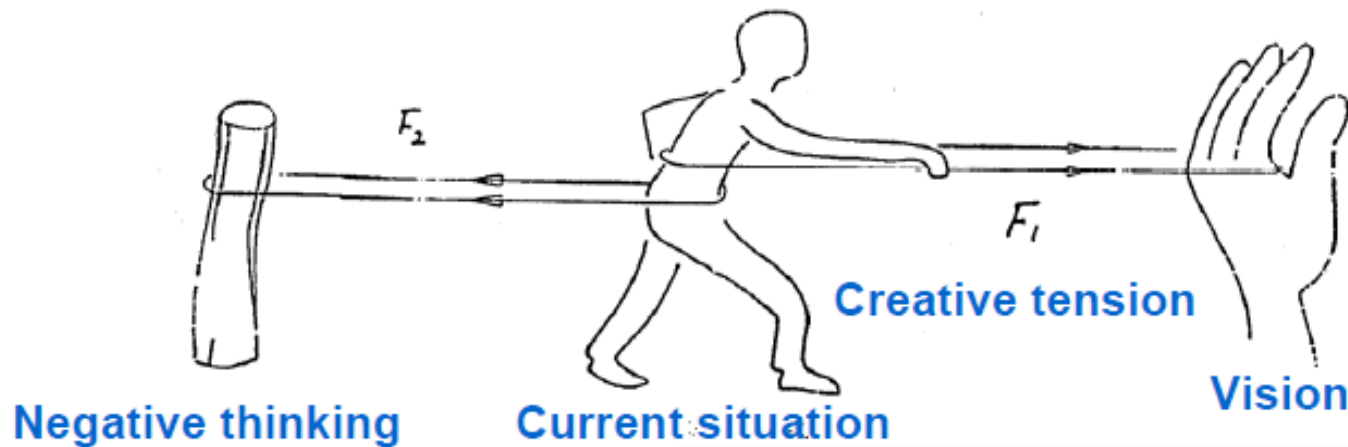
- You had strong desire to learn**
- Although it was difficult or others were object to this, you achieved it!**

Please share the story

Motivations to Learn

“Learning” that is pulled by the vision and driven by personal mastery is “lifelong generative learning”

— Senge



Vision 愿景

- It is a clear and lively picture when you describe it
- It is what you really want that comes from your heart
- It is higher than the reality
- It is the motor of creativities

About Learning

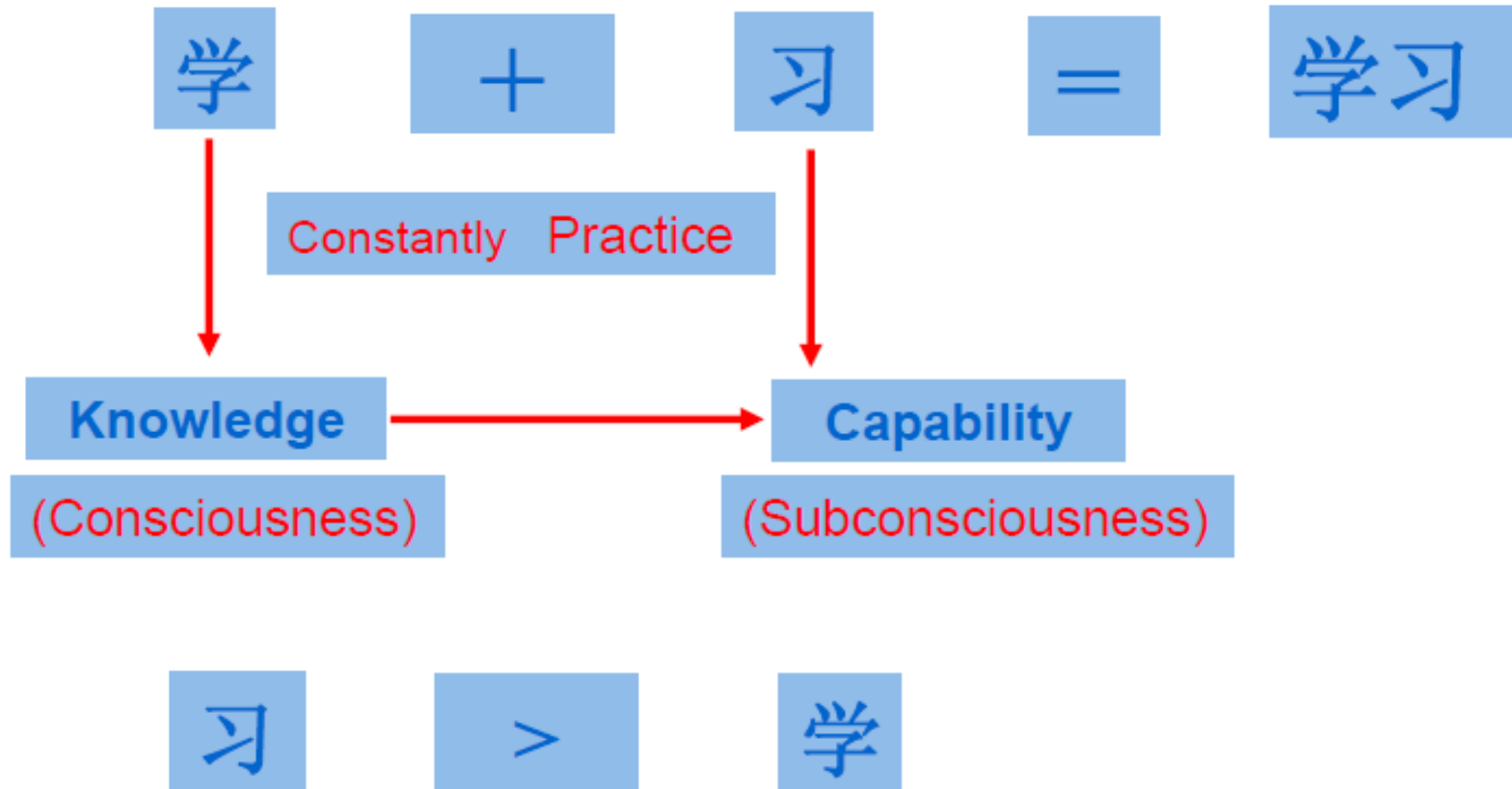
About Learning

What is Learning

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Learning Process



How to Learning

New Problems: did not occur before and have not been solved by others

Adaptable Learning

React to the environment or others

Cope with problems along our path

Follow the instruction

Learn knowledge

Train skills

Generative Learning

Learning as a doing a creative work

Unlearning

Have the encourage to take risks

Explore new way, pursue the truth

Be open and share

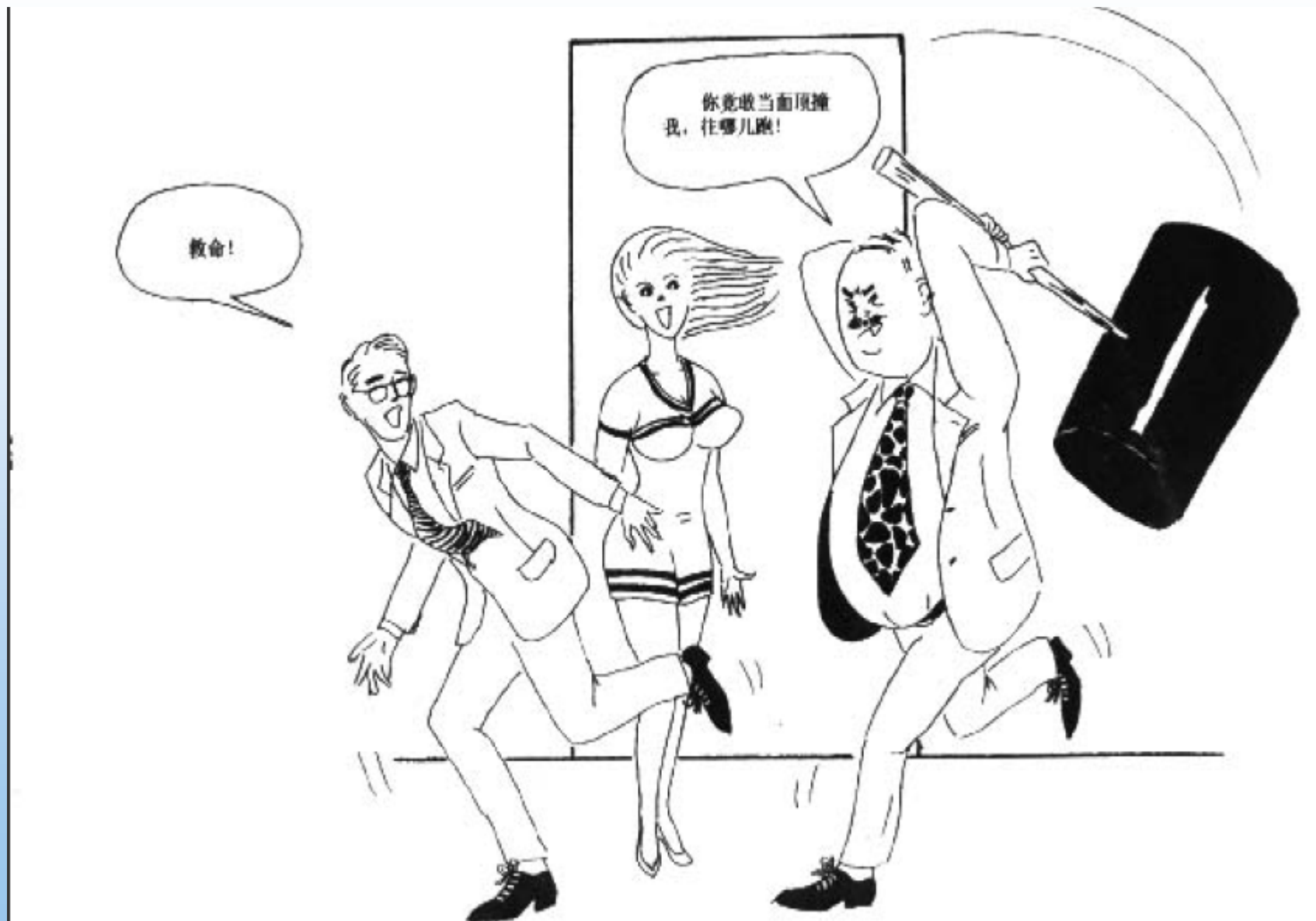
摸着石头过河—创出路来

Problems for Smart People to learn



- According to the research, it is difficult for smart people to learn since they utmost to show their knowledge
- “Defensive routines”, which protect people from threat or embarrassment, but also prevent people from learning

—*Teach smart people how to learn*



Team Learning



1. Team Learning = Σ Individual Learning?
2. IQ of individual=120, but IQ of the team<63, why?

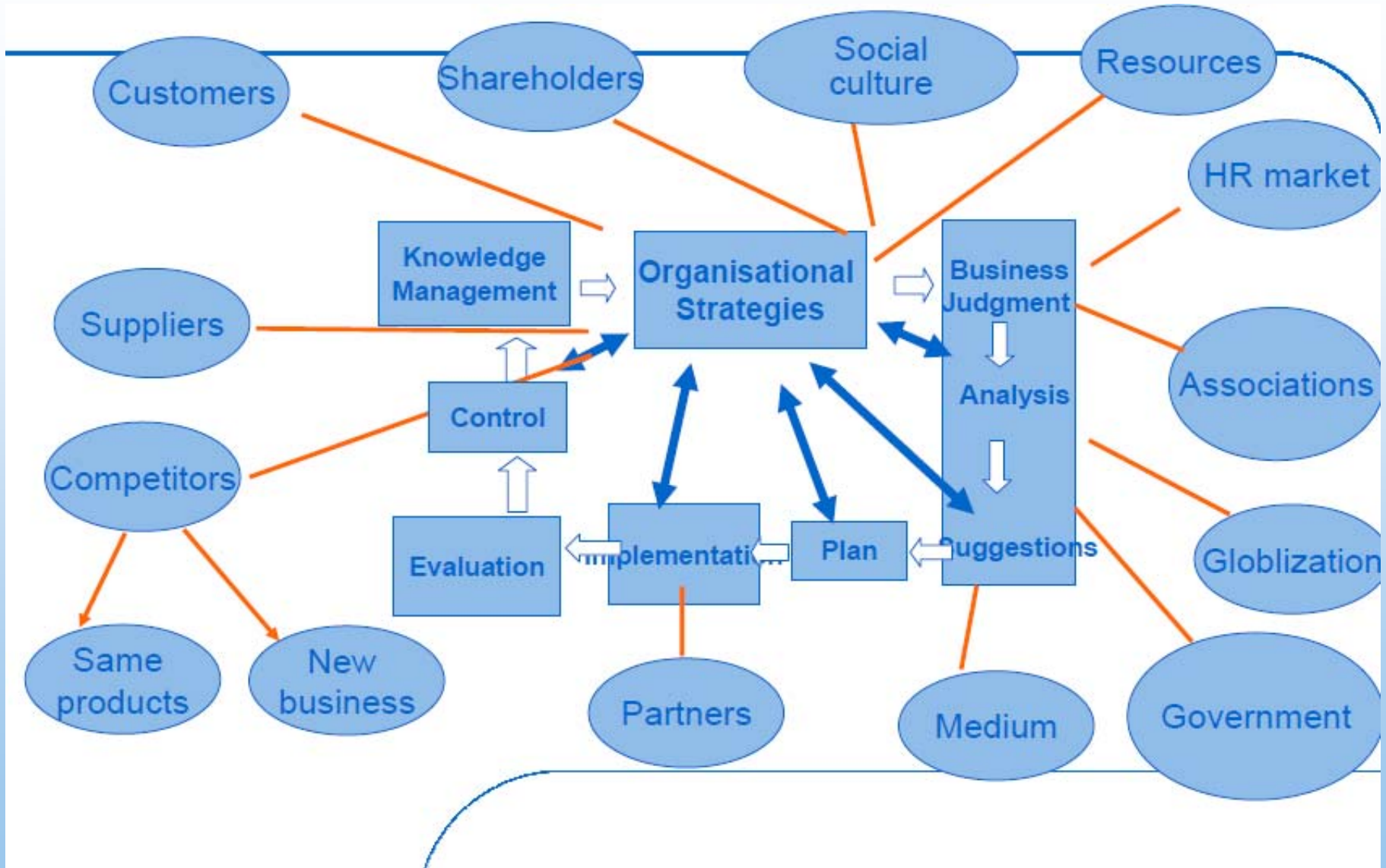
Team Learning



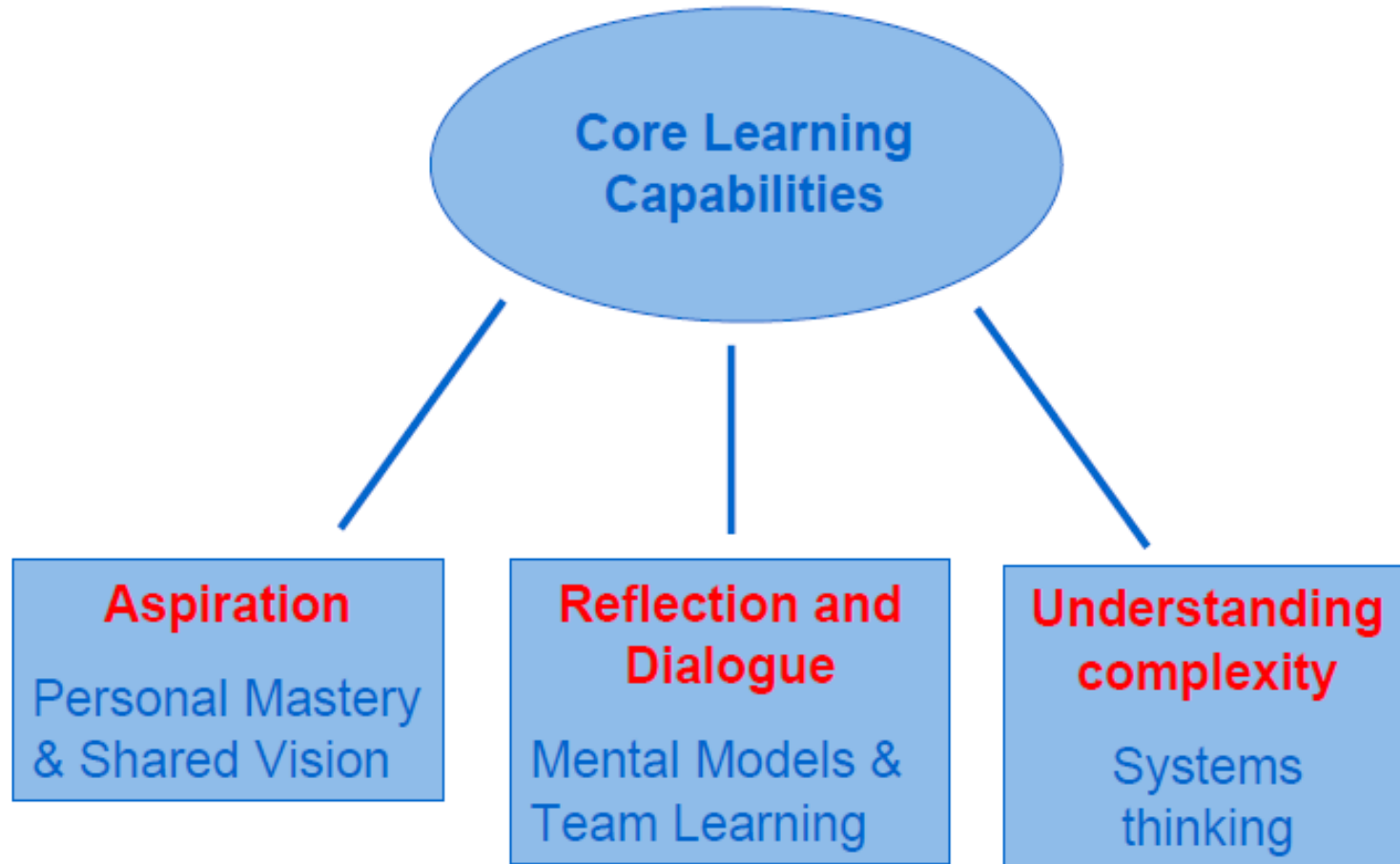
Through **dialogue** people can help each other to become aware of the incoherence in each other's thoughts, and in this way the collective thought becomes more and more coherent

Learning Organisaition

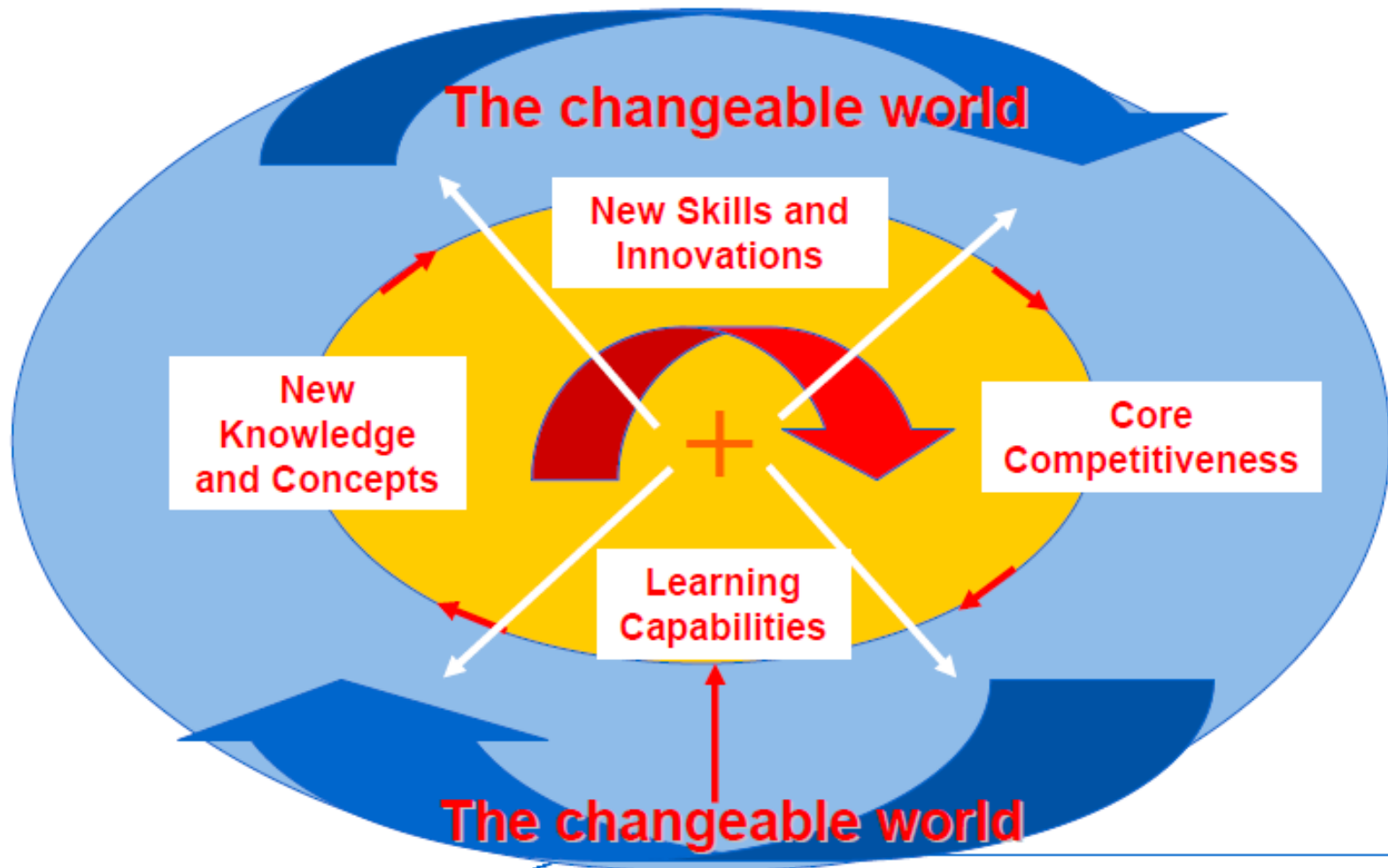
Why Learning?



Learning Capabilities



Organisational Learning



We Are on the Track



- 100 years history
- The knowledge engineering company
- Right People
- Openness
- Teamwork
- Innovation
- Six Sigma
- More with us
- Sustainability