

Assessing a Learning Culture

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The organization of the future recognizes it must continuously learn to build a sustainable competitive advantage. It must create an environment in which people are open to new ideas, responsive to change and eager to develop new skills and capabilities. A path to building a learning organization begins with an assessment of the current culture of the organization (Senge, 1996). This paper assesses the culture of an administrative division of a criminal justice agency and establishes a blueprint for transforming it to continue its journey to becoming a learning organization.