

# Organizational Learning from Performance Feedback

A Behavioral Perspective  
on Innovation and Change

**Henrich R. Greve**

CAMBRIDGE

# Organizational Learning From Performance Feedback

**Pino G. Audia, Henrich R. Greve**



## **Organizational Learning From Performance Feedback:**

**Organizational Learning from Performance Feedback: A Behavioral Perspective on Multiple Goals** Pino G. Audia, Henrich R. Greve, 2021-02-18 This Element synthesizes the current state of research on organizational learning from performance feedback and develops a new perspective that deals with the influence of multiple goals. In keeping with the centrality of motives in Cyert March's influential model, this new perspective rests on a foundation of individual-level behaviors that are responsive to mechanisms at the organizational and environmental level of analysis. A key aim is to lay out an agenda for a new wave of empirical research on the interconnections of decision makers, organizations, and the environment that influence organizational responses to performance. [Organizational Learning from Performance Feedback](#)

Henrich R. Greve, 2003-06-26 Revisiting Cyert and March's classic 1963 Behavioral Theory of the Firm. Henrich Greve offers an intriguing analysis of how firms evolve in response to feedback about their own performance. Based on ideas from organizational theory and social psychology and research from many industries, it demonstrates that high-performing organizations quickly lower their rates of market entry, innovations, and asset growth, but low-performing organizations only slowly increase those rates. The analysis outlines the consequences of this behavior for organizational survival and performance and suggests ways to improve organizations with performance feedback. **Organizational Learning from Performance Feedback and Product Innovations**

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Linda Argote, John M. Levine, 2020 *Review* This handbook is currently in development with individual articles publishing online in advance of print publication. At this time, we cannot add information about unpublished articles in this handbook; however, the table of contents will continue to grow as additional articles pass through the review process and are added to the site. Please note that the online publication date for this handbook is the date that the first article in the title was published online. [Human Resource Development Review](#)

Darlene F. Russ-Eft, Hallie S. Preskill, Catherine Sleezer, 1997 This review discusses practical implications of current research and covers such topics as methods for enhancing human performance, the advantages of structured versus unstructured on-the-job training, and interventions to improve team processes. *Organizational Learning and Performance*

Ryan Smerek, 2017-11-01 In *Organizational Learning and Performance: The Science and Practice of Building a Learning Culture*, Ryan Smerek combines organizational examples with insights from research to provide readers with a unique and distinctive lens to improve personal and organizational performance. The first section of the book provides an overview of what it means to learn as an individual and how individuals vary in their openness to learn. Drawing from cognitive and personality psychology, thinking dispositions such as a growth

mindset curiosity and intellectual humility are explored and how they help foster learning in organizations In the second section Smerek describes the principles of a learning culture providing a look into the world s largest hedge fund a renowned food company a highly regarded children s hospital and a preeminent innovation and design firm Through these examples readers will come to understand the social norms that increase learning These include a commitment to transparency of thinking and the pursuit of truth Big Picture thinking a willingness to learn from failure and the social norms needed to foster innovation and creativity Throughout the book Smerek draws from compelling examples of organizations and research in the social sciences to demonstrate what it means to build a learning culture and how it can improve personal and organizational performance

**Organizational Learning** Michael D. Cohen, Lee S. Sproull, 1995-11-07 How do organizations learn change and adapt The chapters in this book contribute to the development of organizational learning theory in three ways They delineate its scope differentiating it from organizational ecology choice and individual learning demonstrate the explanatory power of a learning perspective and illustrate the application of research tools useful for the study of learning

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**Tomorrow's Organization** Susan Albers Mohrman, Jay R. Galbraith, 1998-01-30 From issues of strategy and structure to leadership and capability development the authors combine their research and consulting experience to offer the latest thinking and emerging practices today s most successful companies have incorporated to achieve strategic market advantage And they outline the flatter more flexible and dynamic designs these companies have instituted

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**Economic Performance and the Theory of the Firm** David J. Teece, 1998 David J Teece has led the way in integrating industrial organisation technological innovation and strategic management This book and its companion volume reveal how he achieved it

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**The ASTD E-learning Handbook** Allison Rossett, 2002 The entire training industry is undergoing dramatic change as training is moved out of traditional classrooms and onto the Web Training publications and conferences are now dominated

by speakers writers and vendors talking about e Learning The e Learning revolution is forcing companies to spend millions on new technology and new web based courseware threatening the role of traditional classroom trainers and saving companies millions of dollars in housing and travel costs because trainees no longer need a plane ticket and 3 nights accommodation to attend a corporate training program the training can be delivered to each learner s desktop over the Web But because e Learning is still in the revolution stage there are no clear standards and models for how to create and deliver e Learning successfully Everyone is asking the same questions how does web based training fit in with traditional classroom based training What are the standards for designing high quality e Learning How much interaction with an instructor do e Learning participants need What is the role of the instructional designer in online learning The ASTD e Learning Yearbook will be the first annual refe

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