



## Working Wisdom: Timeless Skills and Vanguard Strategies for Learning Organizations (Jossey Bass Business and Management Series)

By Bob Aubrey, Paul M. Cohen

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The notion of the learning organization--popularized by management thinkers and extolled by leaders of today's most progressive companies--is finally made practical for modern managers in *Working Wisdom*. Robert Aubrey and Paul M. Cohen offer a unique blend of historical context and contemporary examples from such worldwide companies as Dun & Bradstreet, LifeScan, Spectra-Physics, and Raychem to demonstrate how the new role of manager as learning guide can help build the capacity for competitive advantage. The authors show managers how to use existing resources and the age-old skills of providing capable guidance and nurturing personal experiences to make the learning organization a reality.

Through a wealth of case studies--from international businesses, governments, and nonprofit organizations--and a grounded historical perspective in adult learning and personal development, the authors identify five tactics that wise managers use to trigger and enhance learning experiences at work. They also guide leaders through the organizational initiatives essential to supporting the new role for managers, demonstrating how to establish learning leadership, leverage the wisdom of middle managers, build learning networks, use technology, tackle public policy issues, and create learning alliances.

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*By Bob Aubrey, Paul M. Cohen*

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## **Working Wisdom: Timeless Skills and Vanguard Strategies for Learning Organizations (Jossey Bass Business and Management Series) By Bob Aubrey, Paul M. Cohen Bibliography**

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## **Editorial Review**

From Library Journal

Management consultant Aubrey and Cohen, the editor of the Tom Peters Group newsletter, believe that wisdom is an essential attribute for managers in today's organizations, where continuous learning is emphasized and maintaining employability is a necessity. Wisdom is defined, in part, as "a personal capacity acquired through experience and thinking [and] the ability to create learning experiences for others and manage learning processes in an organization." The authors identify five aspects of wisdom—accompanying, sowing, catalyzing, showing, and harvesting—and illustrate how individuals in selected organizations have successfully used them. They also look at the role of wisdom in the development of learning strategies for organizations and include illustrations from contemporary settings. Despite the breadth of their topic, the authors have delivered a concise, well-organized, and useful book, which will be of interest to those who want to develop either individual mentoring skills or organizational learning strategies. Recommended for business collections. —Mark McCullough, Heterick Lib., Ohio Northern Univ., Ada  
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From [Booklist](#)

The concept of the "learning organization" as conceived by Peter Senge in his *Fifth Discipline* (1990) is a popular one in management literature today. Building on Senge's framework, Aubrey and Cohen emphasize the role of "practical wisdom" and examine ways for both the individual and the organization to take advantage of this resource. They examine developments that are changing the nature of work, tactics to produce effective learning, and strategies for implementing learning. Aubrey is a Paris-based management consultant and author of *Savoir Faire Savoir (Knowing How to Know)*, winner of the French Dauphine prize for best business book in 1991. Cohen edits the Tom Peters Group's newsletter *On Achieving Excellence*. Together they collaborated on rewriting this book, which originally appeared in French and was written by Aubrey and Bruno Tilliette. *David Rouse*

Review

"Learning is the most valuable benefit we can offer employees, and our ability as a company to learn faster and better than competitors is our most valuable competitive resource. Working Wisdom is about how to help people and organizations get smarter--or wiser--every day. No management-speak here; just time-tested strategies for mentoring people and accelerating learning. Nowhere have I found such a thoughtful, practical approach." —Douglas McKenna, general manager, executive and management development, Microsoft Corporation

"An opportunity to gain an insight into the pragmatics of organizational learning. Aubrey and Cohen go beyond the fashionable to show why organizations pursuing this course are gaining competitive advantage in global markets." —Patrick Canavan, corporate vice president and director of global leadership and organizational development, Motorola, Inc.

"A powerful, profound and most often ignored view of the process of attaining wisdom. Aubrey and Cohen take the basic learning model and translate it into a practical guide for leaders. This thoughtful, readable, and energetic book was, for me at any rate, the missing link: what I had not previously found in so many discussions of learning organizations and learning networks. Bravo!" —from the foreword by Tom Peters

"Here is indeed a wise book that advances the 'new wave' of thinking about the theory and practice of adult education--the creation of learning organizations and, in fact, a learning society. It is loaded with real-life examples of the strategies available for applying working wisdom in the workplaces. It's new. It's different. It's a treasure chest." —Malcolm S. Knowles, Ph.D., professor emeritus of Adult and Community College Education, North Carolina State University

## **Users Review**

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What do you concentrate on book? It is just for students as they are still students or this for all people in the world, what best subject for that? Only you can be answered for that issue above. Every person has different personality and hobby for every other. Don't to be forced someone or something that they don't wish do that. You must know how great and also important the book Working Wisdom: Timeless Skills and Vanguard Strategies for Learning Organizations (Jossey Bass Business and Management Series). All type of book is it possible to see on many resources. You can look for the internet options or other social media.

#### **Debra Daniel:**

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#### **Jillian Harrington:**

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#### **Gloria Engstrom:**

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for you who have always deal with world and get to make decision every minute. That book reveal it info accurately using great manage word or we can state no rambling sentences included. So if you are read the item hurriedly you can have whole facts in it. Doesn't mean it only provides straight forward sentences but tough core information with splendid delivering sentences. Having Working Wisdom: Timeless Skills and Vanguard Strategies for Learning Organizations (Jossey Bass Business and Management Series) in your hand like finding the world in your arm, details in it is not ridiculous one particular. We can say that no e-book that offer you world inside ten or fifteen moment right but this reserve already do that. So , this is good reading book. Hey Mr. and Mrs. occupied do you still doubt in which?

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