ORGANIZATIONAL LEARNING CORE COMPETENCY COURSE FOR LEARNING LEADERS

OCTOBER 29,30,31 AND NOVEMBER 1, 2002

THE TIDEWATER INN, EASTON MARYLAND

Do you want to become masterful at creating workplaces where talented people want to work, and achieve results for the public good? In a world where quality employees have many choices the caliber of leadership is a determining factor in whether employees select your workplace and choose to stay.

The Leadership Development Academy of the Graduate School, US Department of Agriculture (USDA) is pleased to offer a new curriculum for Learning Leaders who are committed to Public Service and the creation of High Performing Learning Organizations.

This is not a typical leadership-training course. Although the program introduces you to tools, it is primarily focused on practices and disciplines. During the three days you will be encouraged to think about your own aspirations both in and out of the workplace. The program provides you the opportunity to work on both the organizational and personal levels while focusing on organizational learning and your role in creating a learning organization.

This three-day program offers the core elements of the five-day core competency course, which was pioneered and is offered through the Society of Organizational Learning. The course gives leaders an introduction to the five "learning disciplines" which are lifelong, programs of study and practice.

Shared Vision and the Learning Organization

The spirit of an organization determines its capacity to learn. Organizational spirit comes from the sharing of a vision. Only with a deep understanding and acceptance of this

common goal are individuals able to transcend their personal visions and find meaning for their actions in the context of the organization.

Systems Thinking

Certain systemic patterns or "archetypes" are common to seemingly different personal, organizational, and social issues. Systems thinking teaches us to see these archetypes and find "leverage points" which allow us to act with maximum effectiveness and efficiency and to simplify the growing complexity of our environment.

Personal Mastery

Individuals committed to their own learning and to creating the results they truly want in their lives are the type of people who lead learning organizations. Personal mastery allows us to articulate personal aspirations and achieve them by transforming stress into creative tension.

Team Learning and Mental Models

True learning involves the suspension of our pre-suppositions and assumptions, our mental models. For teams to think together and communicate effectively they need to transcend the pre-conceived notions each member brings to the organization.

Anticipated Learning

After attending the course, you will have an introduction to the core competencies required for building learning organizations and the experience of participating in a learning community. You will have an enhanced ability to think systemically, communicate effectively, and lead honorably. You will be asked to clarify personal and professional aspirations, and create a shared vision that that will help your team achieve the results they want. Exposure to the disciplines will help you to enhance your own practice of leadership and continue the journey of personal mastery.

Audience

This course is designed as an intensive and comprehensive residential introduction to the concepts, methods and tools for building learning organizations for leaders. It is also intended for management teams interested in working together to apply organizational learning tools and methods to organizational issues in the context of their organization. Participants need to be genuinely interested in attending, be open to a different experience, and be in position to support further work in their organizations.

Facilitators

RICHARD KARASH

Richard Karash is an independent consultant in Boston, Massachusetts. His work covers the broad range of Learning Organization disciplines, with special emphasis on Systems Thinking. He consults and facilitates, develops and conducts training programs, and delivers speeches and corporate events for a wide range of organizations. Rick's focus is in developing capacity for learning and change in client organizations. He creates custom training programs, conducts train-the-trainer and instructor certification, and provides coaching.

Rick is a contributor to The Fifth Discipline Fieldbook: Strategies and Tools for Building a Learning Organization. He has been a regular presenter at the annual Systems Thinking in Action conference and a contributor to The Systems Thinker. He is the creator and moderator of "Learning-Org," a world-wide public dialog on the Internet about learning organizations, and is an elected Trustee of the Society for Organizational Learning.

Rick was a senior staff member at Innovation Associates, Inc. (now an Arthur D. Little company) from 1991 through 1995, and continues as an adjunct member of the staff. In 1998, Rick received the Arthur D. Little "Star Case" award for outstanding customer satisfaction. Prior to joining IA, he spent nearly twenty years as an executive in technology-based companies. In 1970, he co-founded a highly successful computer software firm, Management Decision Systems, Inc., which pioneered decision support applications in consumer goods marketing. His professional experience there includes information technology, market research, new product development, and computer simulation modeling. From 1983 through 1986, he was chief operating officer of a company developing artificial intelligence applications software for the financial services industry and later was VP - Marketing as part of the turn-around team at Symbolics, Inc., a computer workstation vendor. Immediately prior to joining Innovation Associates, he spent several years as an independent consultant working on business strategy and strategic planning for software and other high-tech firms.

Rick holds Bachelor of Science degrees in Physics and Management from the Massachusetts Institute of Technology, and a Master of Science from MIT's Sloan School of Management, with concentrations in Marketing and Operations Research.

BETH JANDERNOA

Beth Jandernoa is an organizational learning consultant who divides her time between the U.S.and South Africa. The scope of her work includes leadership in the new economy, dialogue, large-scale participative change interventions, as well as mentoring programs for emerging women leaders. Beth established and directed a Corporate College of

Executive Leadership for a $3 billion company with 48,000 employees. She has over 13 years of experience with business, healthcare, education and government clients. Her recent clients have included Hewlett-Packard, Intel, British Petroleum, and Arthur Andersen. Beth has served on the faculty at the Society for Organizational Learning teaching the Core Competency course with Peter Senge and for Columbia University/University of Michigan's Advanced Program in Organization Development. Beth makes her home in Ashland, Oregon.

Course Costs and Accommodations:

Tuition Costs: **$1750.00**

Dates: **Program will begin at 4:00 p.m. on October 29, 2002 and end at 4:00 p.m. November 1, 2002**
Accommodations: Government per diem room and meals $142.00 per day. Reservations and payment will be handled individually.

Hotel Location :   The Tidewater Inn, 101 East Dover Street, Easton, Maryland

Registration

All registration materials should be typed or printed and faxed to Phyllis Bacon at the Graduate School, USDA (fax 202 314-3577) on or before **October 1, 2002. On line registration is also available by going to the Graduate School web site www.grad.usda.gov clicking on Leadership Development and clicking on the course title Organiztional Learning Core Competency Course.**

The Registration Materials should include the registration information requested below and your payment documentation. If you are submitting an approved government training form SF-182, 1556 or 350 please assure that all of the necessary accounting information and signatures are in place. If you are paying by credit card, check or money order please complete the attached credit card information form and sign.

Your registration will be confirmed when we have received an online or faxed copy of the registration information below with a signed faxed copy of the training form or credit card form.

If you have any questions regarding your registration please contact Phyllis Bacon at Phyllis_Bacon @grad.usda.gov.

Questions regarding the program and the course content can be addressed to Georgie Bishop at mailto:Georgie3@attbi.com

Cancellations and Substitutions

Students may withdraw up to two weeks before the course without penalty. Substitutions are welcome up to 3 days before the course begins.

Enrollment Interview

As part of the enrollment process a pre-course interview will be scheduled to review your goals and answer any questions you might have. The interview will be conducted by a member of the Graduate School staff and should take approximately 30 minutes. Please suggest one or two dates and times that you might be available

I am available   Date:_____   Time:_____Phone #_____
**   Date:_____Time:_____**

The interview will focus on the following questions:

What leads you to this three-day leadership training?

Do you have any experience with the key subjects covered in the course: visionary leadership, systems thinking, mental models, collaborative inquiry, dialogue?

As preparation for the course for please identify two results you would like to create a) for yourself b) for your organization.

"We measure the effectiveness of the true leader not in terms of the leadership they exercise but in terms of the leadership they evoke; not in terms of their power over others but in terms of the power they release in others; not in terms of the goals they set and the directions they give but in terms of the plans of action others work out for themselves with their help; not in terms of decisions made, events completed and the inevitable success and growth that follow from such released energy but in terms of growth in competence, sense of responsibility and in personal satisfaction among many participants.

Under this kind of leadership it may not always be clear at any given moment just who is leading. Nor is this important. What is important is that others are learning to lead well."

<p align="right">***Author Unknown***</p>

Graduate School, USDA
THE GOVERNMENT'S TRAINER

Leadership Development Academy
Creating Learning Organizations For The Public Good

ORGANIZATIONAL LEARNING CORE COMPETENCY COURSE FOR LEARNING LEADERS APRIL 16-19, 2002

REGISTRATION FORM
PLEASE TYPE OR PRINT

Name:

Organization Name:
Please avoid acronyms

Business Address:
City, State and Zip

Business Phone:

Business Fax;

E-Mail:

Home Phone:

Special Dietary Needs:

Are you a vegetarian?   yes   no