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Chris

Argyris is the James B. Conant Professor at the Harvard graduate schools of business and education. His most recent book, *Overcoming Organizational Defenses*, was published by Allyn and Bacon in 1990.

Article: Teaching Smart People How To

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Chris Argyris Any company that aspires to succeed in the tougher business environment of the 1990s must first resolve a basic dilemma: success in the marketplace increasingly depends on learning, yet most

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Learn, "Chris Argyris sheds

light on the forces that

prevent highly skilled employees for learning

from mistakes and

offers suggestions for

helping talented...

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The basic premise is

that people with high

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levels of education
have learned to play
the learning game.

They can't or won't
admit they don't know
something because in
essence they would
have to admit failure.

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"Learning" proven
rather challenging for

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Clubs" by Chris

Argyris. This report

summarizes how

companies' success in

the marketplace of the

1990s is heavily

dependent on their

ability to learn.

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While most people react to an examination of their organization's problems by becoming defensive and allocating blame, by taking part in that critical examination and learning from it,

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employees can become
far more effective and

contribute to the

improvement of their
business.

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In Teaching Smart

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Chris Argyris sheds

light on the forces that

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employees for learning
from mistakes and

offers suggestions for

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According to Argyris,

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this is contributed to by their high degree of success which has reinforced their ideas and practices, rather than requiring one to critically reflect upon their own behaviour, or undergo 'double-loop learning' processes.

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by Chris Argyris

Smart people tend to have a significant blind spot. They don't learn well because they are smart, like being smart and have built an ego to protect themselves from learning. This book storms that Bastille with wisdom and grace.

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People can be taught to "...identify the inconsistencies between their espoused and actual theories of action." They need to learn to use the same strategies that effective organizations use:

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Organizations can help
by starting with top-
down change.

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Chris Argyris, a

longtime Harvard

Business School

professor, died on Nov.

16, 2013, at age 90. For

more than four

decades, Argyris was a

leading light in the

development of ...

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Learn Greg Eisenbach,

in his Grassroots

Innovation blog, cites a
article that gets to the
very root of
organizational
learning, respect for
people, and a myriad
of other issues.

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