



Organizational Learning Systems and Learning Loops Training Course

11 – 15 January 2027
Addis Ababa

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Ref: 1625_224786 **Date:** 11 – 15 January 2027 **Location:** Addis Ababa **Fees:** 4500 Euro

Overview

Organizational Learning Systems and Learning Loops Training Course is a one-week practitioner course for HR, learning, organization development, knowledge management, and transformation professionals who leave with an Organizational Learning System Blueprint. Participants design learning loops that convert operational experience into changed routines through after-action review, psychological safety, knowledge flow, communities of practice, experimentation, governance, and measurement. Agile Leaders Training Center presents organizational learning as a disciplined system for continuous improvement.

Who Should Attend

- Functions responsible for enterprise learning systems and capability priorities
- Teams responsible for organization development and continuous improvement
- Functions responsible for knowledge capture, sharing, and reuse
- Transformation offices responsible for experimentation and adaptive routines
- Operational teams responsible for reviews and lessons-to-action processes

The course assumes participants influence cross-functional improvement practices and leaves training delivery, personal study skills, knowledge-management technology, leadership development, and ODV intervention design outside scope.

Departments and Industries

The course supports departments and industries that need operational experience to improve decisions and routines.

- Human resources, learning, and organization development functions
- Knowledge management and transformation offices
- Healthcare and financial-services operations
- Technology and professional-services organizations
- Manufacturing, infrastructure, and energy operations

Learning Objectives

By the end of this course, participants will be able to:



- Diagnose barriers in an organizational learning system
- Apply single-loop and double-loop learning methods
- Use after-action review and experience-capture tools
- Build communities of practice and knowledge-flow routines
- Evaluate experiments, governance, and learning indicators
- Create an Organizational Learning System Blueprint

Course Agenda

Day 1: Learning System Foundations

- Organizational Learning System Boundary Map
- Single-Loop and Double-Loop Learning Canvas
- Experience-to-Routine Value Stream
- Learning Barrier Diagnostic Checklist
- Critical Knowledge and Learning Priority Matrix

Day 2: Experience Capture and Reflection

- After-Action Review Question Set
- Lessons Learned Quality Criteria
- Incident and Success Debrief Method
- Assumption Testing Reflection Log
- Lesson-to-Action Ownership Tracker

Day 3: Knowledge Flow and Learning Climate

- Psychological Safety for Learning Diagnostic
- Knowledge Flow Network Map
- Community of Practice Domain–Community–Practice Canvas
- Peer Assist Session Design
- Knowledge Reuse and Routine Adoption Checklist

Day 4: Experimentation, Governance, and Measurement

- Learning Experiment Hypothesis Card
- Safe-to-Learn Experiment Portfolio
- Learning Governance RACI Matrix
- Organizational Learning Indicator Dashboard
- Learning Transfer and Routine Change Review



Day 5: Learning System Practice

- Exercise: Learning Barrier Diagnostic Review
- Exercise: After-Action Review Facilitation
- Exercise: Community of Practice Design Conference
- Exercise: Experiment and Indicator Evaluation
- Capstone Exercise: Organizational Learning System Blueprint

Practical Exercises

The course uses suggested activities to turn experience into repeatable organizational learning practices.

- Suggested activity: diagnose learning barriers in a healthcare handover or technology delivery case.
- Suggested activity: facilitate an after-action review and convert observations into owned actions.
- Suggested activity: design a community of practice for manufacturing or professional-services specialists.
- Suggested activity: present an Organizational Learning System Blueprint with governance and measures.

FAQs

Who suits organizational learning systems training, and what does it assume?

HR, learning, organization development, knowledge management, transformation, and improvement practitioners suit the course when they already influence cross-functional work routines.

How does organizational learning differ from learning and development training?

Organizational learning changes shared routines, decisions, knowledge flows, and review practices, while learning and development training commonly focuses on planned capability-building activities for individuals or groups.

What is a learning loop in organizational learning?

A learning loop connects evidence, reflection, decisions, action, and follow-up; double-loop learning also tests the assumptions, rules, or goals behind current practice.

How do after-action reviews support organizational learning?

After-action reviews compare intent with results, identify contributing conditions, capture usable lessons, assign actions, and test whether subsequent routines actually change.



How is organizational learning measured?

Organizational learning is measured through the quality and reuse of lessons, speed of knowledge flow, experiment decisions, closure of learning actions, and observable changes in operating routines.

Conclusion

Participants take back an Organizational Learning System Blueprint containing learning priorities, review routines, knowledge-flow mechanisms, community design, experiments, governance, and indicators. The blueprint changes isolated lessons into an operating cycle for reflection and action. It helps teams test assumptions, reuse experience, and verify whether learning reaches everyday routines.