



# **Designing the Smart Organization: How Breakthrough Corporate Learning Initiatives Drive Strategic Change and Innovation**

*Roland Deiser*

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## **Designing the Smart Organization: How Breakthrough Corporate Learning Initiatives Drive Strategic Change and Innovation** Roland Deiser

Filling a gap in the literature, this book offers an innovative interdisciplinary approach to learning for corporate strategic development, linking the domains of strategy, organizational design, and learning. To demonstrate how this process drives the boundaries of the practice way beyond the established notion of simple training and management education, the book is filled with detailed case studies from leading global organizations, including Siemens, ABB, BASF, the US Army, PricewaterhouseCoopers, EADS, Novartis, and more. These studies reveal how large-scale corporations are using the power of dynamic corporate learning approaches to drive innovation, enhance cultural values, master post-merger integration, transform business models, enhance leadership culture, build technological expertise, foster strategic change processes, and ultimately increase bottom line results.

For any company that wants to compete in the 21<sup>st</sup> century, *Designing the Smart Organization* offers inspiring perspectives for integrating corporate learning as a core business practice that will create sustainable strategic and organizational capabilities.

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