



# **Learning for Change in ADB**

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To remain relevant and effective in a turbulent environment, an organization's rate of learning must be at least equal to---but preferably greater than---the rate of change in the environment. This publication broadly defines a learning organization as a collective undertaking, rooted in action, that builds and improves its own practice by consciously and continually devising and developing the means to draw learning from its own (and others') experience. It marks out generic roadblocks to learning; assimilates the manifold dimensions of the learning organization; and specifies how action across organization, people, knowledge, and technology can energize and support individual, team, and cross-functional learning, and in return be enriched by learning. This publication identifies the 10 challenges that the Asian Development Bank must overcome to develop as a learning organization and specifies practicable next steps to conquer each. It can help deliver the increased development effectiveness that Strategy 2020, ADB's long-term strategic framework for 2008-2020, seeks.



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