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Informed Systems: Enabling collaborative evidence based organizational learning

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Informed Systems

ENABLING COLLABORATIVE EVIDENCE BASED ORGANIZATIONAL LEARNING

M.M. Somerville
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Fosters collaboration practices that promote evidence based organizational learning

Creates conditions of learning exercised through collaborative evidence-based practices that promote ‘working together’ to transfer information and create knowledge
Traditional libraries were...
Disrupted...
ORGANIZATIONAL CONTEXT
PROBLEMATICAL SITUATION

Information and knowledge organizations require nimble responsiveness amidst disruptions

WORKPLACE OUTCOME OF INFORMED SYSTEMS PROJECTS

Collaborative design (co-design) of (human-based and technology-enabled) organizational systems and professional practices produces environments for innovation within inquiry-based culture
Co-designing organizational systems and professional practices for purposeful learning (Checkland, Soft Systems Methodology)

Using information to learn, oftentimes with enabling technology, to advance understanding (Bruce, Informed Learning)

Creating knowledge, within organizational environments and enabling structure (Nonaka)
COLLABORATIVE EVIDENCE-BASED INFORMATION PROCESS MODEL

Source: Somerville, 2015.
• ICT technologies evaluation and design

• Information sources identification and evaluation

• Information exchange and knowledge generation

• Knowledge curation and management capabilities

• Professional practices and workplace learning

(from Bruce, Informed Learning, 2008)
systems design

informed learning

professional practices

iterative learning cycle

Source: Somerville, 2015.
• Multi-level organizational learning and knowledge capabilities produce enabling co-designed environment for using information to learn

• Dialogue and reflection processes activate professional practices that value multiple perspectives, re-evaluate assumptions, and re-examine positions
Customized co-design of workplace systems activates organizational learning through:

- Initiate using information to learn during design process and then continue to practice
- Build IT-enabled system infrastructure and associated behavioral practices to take action to improve situations and then evaluate
enable a work culture that is information centered, learning focused, action oriented


Dr. Mary M. Somerville, University Librarian and Director

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