# Week 2, Discussion 2: Initial Post

**My body paraphraph:**

As the paradigm of corporate learning is redefined, so will the role of Chief Learning Officer (CLO) and the responsibility to be the leader of the shift is of upmost importance. One of the greatest ways to evolve is to embrace what Deiser (2009) describes as “unstructured learning situations and opportunities” (p. 59). It is a change in perspective from **training project management** to **learning moment seeker and exploitation**. Buchen (2003) identified many pitfalls in large organization training; one of these is the disparity between management and learning. The CLO needs to identify and prevent those pitfalls before they impact the entire organization.

References

Buchen, I. H. (2003). Future-imbedded innovation methodologies. Foresight : The Journal of Futures Studies, Strategic Thinking and Policy, 5(3), 3-9. Retrieved from http://search.proquest.com/docview/224187211?accountid=39364

Deiser, R. (2009). Designing the smart organization [Nook version]. San Francisco, CA: John Wiley & Sons, Inc.

**Original Source Text (Buchen):**

The next step in the metamorphosing of management was a shift in focus from manager to worker. Managers were asked to form, train, and direct worker teams. Although initially they served as team leaders, empowerment-driven productivity pushed teams further into becoming increasingly self-organizing and self-managing. They selected their own leaders from among their own ranks. In a few organizations, such team leaders were not permanent but rotational. Leadership was assumed by a member of the team that had the expertise best suited at that particular time to the particular needs of the current challenge.

That is where matters now generally stand. Like the parallel of the teacher being a member of a learning council or team, the assumption was that the prevailing situation was the last step. Things had gone as far as they could go. Again, mind-sets ruled and made that judgment. In both cases the same mind-set was operative: there always will be, or have to be, principals and teachers, managers and employees, bosses and workers. (p. 5)

**Original Source Text (Deiser):**

However, this focus on HR driven programs overlooks the infinite number of *unstructured* learning situations and opportunities that exist throughout the organization and its extended value chain that are currently not regarded and defined as learning and therefore remain untouched. We know that learning happens somehow, but we don’t know what type of learning happens and how its results are utilized to improve performance, effectiveness, or innovation… (p. 59-60)

**My topic sentence is… “**As the paradigm of corporate learning is redefined, so will the role of Chief Learning Officer (CLO) and the responsibility to be the leader of the shift is of upmost importance.” (*Then, go on to explain how this topic sentence relates to your thesis statement.)*

**I used the direct quote from** Deiser **because…** *(Here, explain why you directly quoted from this source rather than paraphrasing the information in your own words. Explain how this quote supports your topic sentence/claim. Share any questions/concerns you have regarding direct quotes in an academic paper.)*

**I paraphrased information from** Buchen **because…** *(Here, explain why you paraphrased information from this source rather than quoting it directly. Explain how you rephrased the information in your own words and how it supports your topic sentence/claim. Share any questions/concerns you have regarding paraphrasing in an academic paper.)*

**After reading the course materials and drafting a well-structured paragraph with source integration, I have questions about…** *(Be sure to clearly state any questions or confusion you have regarding paragraph development, in-text citation, paraphrasing, quoting, or topic sentences. Your classmates can help you find the answers throughout the week.)*

**References**

*(If you reference the tutorials, textbook, instructor guidance, or handouts – which you should – be sure to cite them in-text and add the references to the end of your post. Use the writing center’s APA guides to help you craft them in accurate APA style!)*