

Eduardo Davel

Diane-Gabrielle Tremblay

Formation et apprentissage organisationnel

La vitalité de la pratique



Presses de l'Université du Québec

Formation Et Apprentissage Organisationnel La Vitalité De La Pratique

Patrick Vollmar



Formation Et Apprentissage Organisationnel La Vitalité De La Pratique:

Formation et apprentissage organisationnel Eduardo Davel, Diane-Gabrielle Tremblay, 2012-01-10 T00:00:00-05:00 Les savoirs les plus vitaux pour les organisations ne peuvent être transférés uniquement par le biais d'une série de diaporamas PowerPoint ou tout chargé dans un dossier. Ils doivent être transmis et développés par les employés petit à petit au cours de leur travail. Pourtant la plupart des programmes de formation des organisations sont laborieux pour favoriser le transfert ponctuel de connaissances sans nécessairement tenir compte du développement des savoirs issus des pratiques quotidiennes de travail. Comment développer les compétences au travail ? Comment faire de l'apprentissage un levier de développement organisationnel et individuel ? Comment faire bénéficier l'entreprise des savoirs tacites et des intelligences pratiques accumulés par les employés expérimentés ? Comment favoriser la gestion de la relève ? Le fait de considérer que le travail constitue en soi une occasion d'apprendre par la pratique vous permettra de répondre ces questions et d'affiner vos stratégies d'action. Cet ouvrage Communauté de pratique mentorat coaching et autoformation ce livre vous propose une visite guidée dans l'univers de l'apprentissage fondé sur la pratique avec des échelles d'expériences en entreprise. *L'apprentissage organisationnel*, 1994 **Apprentissages formels et informels dans les organisations** Sylvie Cukierman, Matthieu de Nanteuil-Miribel, Michel Parlier, 1996-01-01 T00:00:00+01:00 Ensemble de textes retraçant les principales tapes du développement de la formation professionnelle en France décrivant les raisons de la nouvelle considération pour le travail et abordant l'apprentissage organisationnel. Copyright Electre *La gestion de la formation en entreprise* Patrick Rivard, 2000 S'inspirant des principes d'andragogie la formation des adultes et s'inscrivant dans une optique de développement organisationnel le présent ouvrage propose de nombreux outils et procédures pour intégrer les activités de formation du personnel aux pratiques de gestion de l'entreprise. SDM *La professionnalisation en formation* Richard Wittorski (sous la dir.), 2016-05-31 D'vidence les travaux sur la professionnalisation en formation sont assez clairs la fois cause de leur ancrage disciplinaire sociologie éducation et formation analyse du travail etc et de leur origine géographique tats Unis Angleterre Suisse Belgique France Australie etc L'ambition de cet ouvrage est précisément de réunir pour la première fois une sélection des textes les plus importants et les plus significatifs qu'ils soient français ou étrangers l'étude de la professionnalisation en formation ne pouvant se passer ni de la connaissance des enjeux liés aux évolutions du travail ni de celle d'environnements plus large. Ce recueil se veut utile la fois scientifiquement il permet de disposer dans un même volume de repères théoriques pour comprendre la recherche actuelle et socialement il donne des éléments pour penser les pratiques professionnelles **Apprendre au travail** Marc Durand, Étienne Bourgeois, 2015-09-17 T00:00:00+02:00 Dans bon nombre de contextes professionnels ce qu'il est convenu d'appeler traditionnellement la formation organisée dans des espaces temps distincts du travail tend aujourd'hui cesser le pas une variété de pratiques visant explicitement favoriser les apprentissages au cœur même des situations de travail rendre le travail plus formateur coaching mentoring tutorat communautés de pratiques etc Face un tel engouement il est temps de s'interroger en

profondeur sur les processus spécifiques l'œuvre dans ce type d'apprentissage sur les facteurs individuels et contextuels qui y participent et in fine sur les pratiques censées favoriser l'apprentissage du et au travail. S'appuyant sur les théories et les recherches les plus récentes dans le domaine, l'ouvrage a pour ambition de fournir un certain nombre de pistes de réflexion et d'action en réponse aux préoccupations des professionnels de la formation, de l'accompagnement et du management soucieux du développement des compétences en situation de travail. L'ouvrage donne la parole à un large panel de chercheurs spécialistes du domaine explorant au fil des chapitres les diverses facettes de la problématique dans un langage accessible et en phase directe avec les préoccupations des professionnels.

Savoir pour agir Chris Argyris, 2004. Toute organisation voit apparaître des routines défensives qui font obstacle au changement et à l'apprentissage. Une organisation qui parvient à réduire ces routines devient apprenante : ses membres sont même non seulement à apprendre et à prendre des décisions de façon plus efficace, mais aussi de questionner voire de modifier la logique qui guide leurs actes. Grâce à son approche à la fois théorique et pratique du changement organisationnel, Chris Argyris réussit à concilier exigences académiques et managériales et à répondre à une double attente : celle des praticiens soucieux de se voir proposer des conseils directement applicables sur le terrain et celle des chercheurs intéressés par un travail théorique rigoureux. En effet, il ne se contente pas de décrire les obstacles au changement ; il en analyse les causes et indique comment laborer des connaissances permettant d'agir efficacement. Après une présentation du cadre théorique, Chris Argyris convie le lecteur à l'accompagner durant une recherche-action menée dans un cabinet de conseil et suivie pas pas ses interventions visant à faire de cette entreprise une organisation apprenante. Les nombreux extraits d'entretiens donnent non seulement au livre un caractère vivant et réaliste, mais contribuent aussi mieux à comprendre comment l'intervenant procède et comment les membres de l'entreprise réagissent.

Savoir pour agir est un ouvrage destiné aux dirigeants, aux chercheurs, aux étudiants en gestion ainsi qu'à tous ceux qui s'intéressent au changement et à l'apprentissage organisationnels.

The Enigmatic Realm of **Formation Et Apprentissage Organisationnel La Vitaliteacute De La Pratique**: Unleashing the Language is Inner Magic

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