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the senge s five disciplines of learning organizations or senge s learning organisation describes how to manage the success and development of an organization and how employees give the extra mile that goes beyond the expectations of the company to successfully become a learning organization a company must pursue five separate but interconnected disciplines namely personal mastery mental models building shared vision team learning systems thinking the five disciplines represent classical approaches theories and methods for developing three core and timeless learning capabilities fostering aspiration developing reflective conversation and understanding complexity summary the fifth discipline fieldbook edited by peter senge et al provides a simple coherent structure and a wealth of material for coaching leaders in five disciplines that build a learning organization a learning organization is typically characterized by five disciplines systems thinking personal mastery mental models knowledge sharing and shared vision each helps foster continuous learning improvement and collaboration peter senge s five disciplines of the learning organization the concept of big learning organization become popular when peter m senge wrote about the concept in his book the fifth discipline in 1990 what are the five disciplines of senge the five disciplines of peter senge is a model used to identify organizational learning disabilities and use the five disciplines as antidotes to them the five components in the model from senge are systems thinking the integrative fifth discipline that fuses the other 4 into a coherent body of these five disciplines a shared vision 1 mental models 2 team learning 3 personal mastery 4 and system thinking 5 the fifth discipline system thinking is the one discipline that binds the other four and therefore the discipline where the focus of change management should be in detail it attempts to develop all possible antecedents for the five disciplines of a learning organization namely personal mastery mental models team learning shared vision and systems thinking mainly based on what has been developed in the literature so far to do this effectively senge posits that teams need to practice five disciplines shared vision systems thinking mental models personal mastery and team learning developing shared vision is a process that connects people in an organization and commits them to a single shared purpose summary of the five disciplines of a learning organization by rea gill detailed in the fifth discipline by peter senge 1994 1 systems thinking senge 1994 describes systems thinking as a discipline that involves approaching problem solving and addressing issues not by focusing on isolated events or parts of the whole but rather for senge five disciplines are necessary to bring about a learning organization personal mastery mental models shared vision team learning and systems thinking called systemic thinking from here on systemic thinking is the discipline that integrates all five disciplines a model for school leadership donna b feldman ph d cleveland heights high school and lakeland community college the field of education routinely adopts systems developed and used in other professions the practice of instructional rounds comes from physicians in the learning organization the component technologies are the five

disciplines personal mastery mental models building shared vision team learning and systems thinking only when these five disciplines are used together will the learning organization become an innovation predictable stable and functional discipline 1 systems thinking the first and perhaps most important discipline is systems thinking the ability to integrate the critical elements of an organization and to understand how each impacts the other companies are the sum of many sub systems including r d production sales human resources and so on the 5 learning disciplines shared vision mental models personal mastery team learning and systems thinking are each made up of a set of tools and practices for each of the five disciplines represents a lifelong body of study and practice for individuals and teams in organizations 1 personal mastery discover the five disciplines that form the foundation for developing and improving leadership qualities learn to identify and overcome the barriers that may impede efforts to pursue and practice the five disciplines they discuss the personality traits these leaders share and detail how to develop what they call the five disciplines of inclusive leadership building interpersonal trust integrating diverse perspectives optimizing talent applying an adaptive mindset and achieving transformation school discipline see also references discipline is the self control that is gained by requiring that rules or orders be obeyed and the ability to keep working at something that is difficult 1 disciplinarians believe that such self control is of the utmost importance and enforce a set of rules that aim to develop such behavior

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