

Seminar Series

**Facilitator: the Lubricant and Catalyst for
Organizational Learning**

Chris R. Cao

MPhil Student

Date: October 16, 2009 (Friday)

Time: 13:30pm

Venue: B5-307, 5/F, Academic Building

ABSTRACT

To cope with a heightened global competition in the post-WTO-entry era, Chinese manufacturing enterprises have increasingly been putting resources into brand building, original R&D and process and quality improvement. More attention has also been paid to improving the organizational capabilities to keep pace with rapid advances in technology and changes in international markets. SAE Magnetics, a company in Dongguan, Southern China has since 2004 adopted PAL (Project Action Learning) framework of Law and Chuah (2004) in its drive forwards Learning Organization (LO). The speaker will first explain the role of OL facilitation in PAL, then examine the implementation problems encountered by SAE Magnetics along its OL journey, and explain why the effectiveness of OL process particularly in times of unprecedented events and organizational changes, has urgent need of sound OL facilitation. Based on the integration of literature findings and field study results, a practical PAL facilitation model will be expounded and discussed.

BIOGRAPHY

Chris R. Cao obtained his Bachelor's Degree from the Nanjing University in 2005. He is now an MPhil student in the Department of Manufacturing Engineering and Engineering Management, working with Dr K B Chuah in organizational learning research.

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All are welcome!

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