Everything in a traditional organization is very structed, so creativity is not often seen, which makes adapting to change more difficult.

1. Identify which stage of Woolner's 5-stage model the company is currently in.

The company is currently in the second stage of Woolner's 5-stage model, which is known as the developing organization.

a. Explain why the company is currently in the identified stage of Woolner's 5-stage model.

The company is past the startup phase of its organizational life, which means that it has passed the first stage of Woolner's model, however, the company also has not set up any formal training for employees or understood the need for learning for the employees so that means the company is not yet in stage 3 as well. The company formalized business processes and is more of a traditional organization, but the realization that it needs to become a learning organization is starting to come forth. This places the company in stage 2 of Woolner's model.

2. Explain how the company from the scenario would use Senge's 5 disciplines to become a learning organization.

Systems Thinking- This is the concept that all parts of the system work together and the view of the company as one cohesive unit that works together. This helps with integration of the other disciplines as well. Managers that use systems thinking would therefore find more value in the thoughts and opinions of employees that are beneath them. Viewing their subordinates as an integral part of the cohesive unit would then empower the employees and help start to create a learning organization that learns from all of its employee's views.
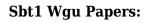
Personal Mastery- This discipline is all about making yourself better. Looking inward, recognizing what needs improvement and striving to better yourself is what personal mastery is all about. Personal mastery is more about individual learning than about organizational learning, but organizational learning must start at the individual level, so personal mastery is key. If personal mastery is encouraged by management for the employees, employees would then feel empowered by their own personal growth,

and this would attribute to organizational growth. This in turn would help transition the organization into a learning one.

Mental Models- This discipline is generally something that we aren't aware of. Mental models are the biases in our mind and the shortcuts our mind takes to make assumptions about things in our lives. Being aware of our mental models can help us grow and try to work through these models. Recognizing

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