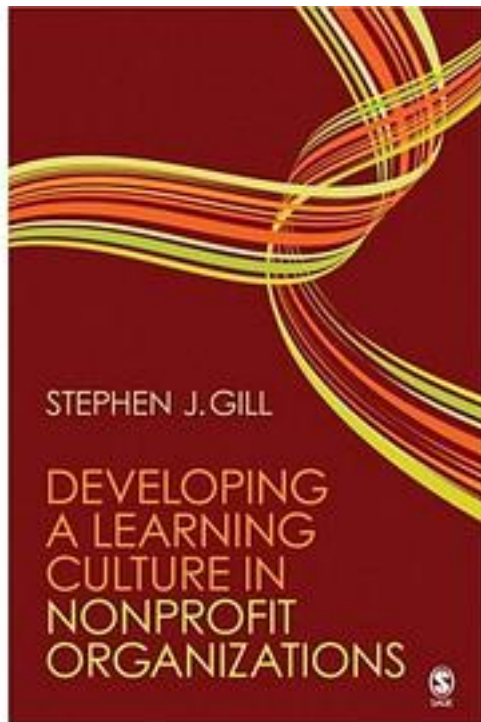


# Developing a Learning Culture in Nonprofit Organizations



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How can today's nonprofits demonstrate effective use of funds?

How can they motivate employees and volunteers and combat burnout and high turnover?

How can they ensure that they are performing in accordance with their mission and purpose?

Author Stephen J. Gill answers these questions and more in *Developing a Learning Culture in Nonprofit Organizations*. Filled with practical tips and tools, the book shows students and managers of human services, arts, education, civic, and environmental agencies how to implement a learning culture with individuals, teams, the organization as a whole, and the larger community.

### Key Features

- \* Draws on the author's more than 25 years of consulting experience
- \* Demonstrates how to create a culture of intentional learning that uses reflection and feedback, focuses on successes and failures, and builds a strong organization that motivates employees and volunteers
- \* Offers specific, hands-on tools for each level of the organization, from the individual and team to the whole organization and the community
- \* Discusses not only the need for a learning culture but also the barriers that may stand in the way
- \* Takes a step-by-step approach that facilitates managers' and students' understanding and learning
- \* Incorporates practical tools that can be used in nonprofit management and in actual field instruction

*Developing a Learning Culture in Nonprofit Organizations* is appropriate for courses in Social Work Evaluation, Public and Nonprofit Management, and Evaluation.

### 作者介绍:

Stephen J. Gill is an independent consultant, specializing in organizational learning. He conducts organizational analyses and assesses the impact of employee training and other performance improvement interventions. His clients have included major corporations, government agencies, nonprofits, philanthropic foundations, and professional associations. After receiving a Ph.D. degree from Northwestern University in 1976 he joined the faculty of the The University of Michigan School of Education and then worked for several consulting firms before starting his own consulting business in 1993. He has written over 40 articles and book chapters and developed manuals and handbooks on needs analysis, program evaluation, and human resource development. He is co-author (with Robert O. Brinkerhoff) of *The Learning Alliance: Systems Thinking in Human Resource Development*, published by Jossey-Bass in 1994 and is author of *The Manager's Pocket Guide to Organizational Learning*, published by HRD Press in 2000. He writes the Weblog: [www.ThePerformanceImprovementBlog.com](http://www.ThePerformanceImprovementBlog.com). Gill is an elected Trustee of Washtenaw Community College, Ann Arbor, Michigan. His term will end in 2010.

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## 标签

## 评论

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新浪博客规定标题字数太有限了。我其实要写的题目是：《Developing a Learning Culture in Nonprofit Organizations》读书小记 MSN Spaces就让我写了完整的题目，8错～～当然，这本书的名字也...

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