

Stages of Sustainability Learning

Continuous learning and innovation is a tetra-evolutionary process. While it is happening perpetually in a non-linear way, for strategic development a conscious enhancement of the natural evolutionary process is required. The four stages of organizational learning are the intuition of the new concept, interpretation of this as shared meaning into new language, its integration as the systems replicate the shared ideas into practice and its institutionalization where the new idea then becomes the new normative behavior (Crossan, Lane and White 1999). These ordinary stages of learning correspond with the four domains of all holons (Wilber 1995) and occur at the individual, team and organizational levels.

Sustainable Excellence[®] is the management of this tetra-evolutionary process of organizational learning in alignment at all levels in the learning organization simultaneously.

Sustainable Learning Model - 4I4Q Model

