

# Chapter 7

## Examining the Role of Organizational Learning and Knowledge Sharing in Facilitating Career Transitions and Innovation

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### **ABSTRACT**

*This chapter examined the critical role of organizational learning and knowledge*

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*sharing in driving career transitions and fostering innovation. It has explored how these practices have facilitated skill development, improved adaptability, and enhanced overall organizational effectiveness. Key theoretical frameworks and models have been reviewed to provide a comprehensive understanding of how learning and knowledge sharing contribute to career growth and innovation. The chapter has highlighted successful case studies from companies like Toyota, Google, and IBM, illustrating practical applications and outcomes. It has discussed challenges such as silos, trust issues, and technological barriers, along with strategies to overcome them. Emerging trends, including digital transformation and the rise of remote work, have been analyzed for their implications on organizational learning and knowledge management. By integrating these insights, organizations have developed robust systems to support continuous learning and knowledge exchange, ensuring long-term success and competitive advantage.*

## **INTRODUCTION**

Organizational learning and knowledge sharing are considered as an inbuilt overarching function that acts as the engine for individual or collective development within an organization. Organizational learning is a continuous development that an organization can actualize, enhance, and mobilize knowledge and competencies from the past experiences and insights of the organization. It allows the organization to adapt and respond to a dynamic and changing environment by making better decisions and innovations. Knowledge sharing refers to the exchange of information, skills, and expertise among employees, generally helping the dissemination of valuable insight across different levels and departments within an organization. Effective knowledge sharing results in openness within the organization, and over time, a culture of collaboration can occur where an organization can harness group intelligence to innovate.

Organizations in this rapidly evolving business environment must be seen to be learning and having the ability to change sustainably to stay ahead of the competition. The latter is more helpful in the area of changing careers of employees by teaching them the kinds of skills and know-how necessary to onboard them into the new roles. Organizational learning invests in the future by letting the workforce face the challenges and retains talent by constantly developing it. In addition, knowledge sharing contributes to this course, because experiences and insights will not be held by particular people but are general knowledge, hence making the working environment more dynamic and innovative. The integration of these practices can lead to a range of sustainable competitive advantages, since such an organization, being more apt at learning and knowledge sharing, would more effectively support

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