



City of Charlottesville Public Works Project Proposal

Guiding Organizational Beliefs

From the perspective of a learning organization, we believe that one of an organization's most important assets is the knowledge its members possess and its ability to continually use and create new knowledge. We believe it's important to promote continuous learning and personal growth throughout the organization. This carries with it a commitment to openness, sharing of information and a respect for the capacity of all individuals in the organization to learn, to grow, to contribute, and to create.

Project Purpose

The purpose of the project is to build a foundation for continuous learning and personal growth throughout the organization and for future classes of OTL. Our goals for the project are as follows:

1. To raise awareness of and promote the ideas of organizational learning within the Department of Public Works through exploring the theories of organizational learning within a real-world setting.
2. Establish a baseline assessment of organizational learning at Public Works from which to gauge improvements.
3. Develop a platform for sharing the experience of building a learning organization with future classes of OTL.

Action Plan

1. Build awareness of the ideas of organizational learning.
(What is it?) (Why should they do this?) (Why is it important?)
2. Perform an evaluation of Public Works
(What are we doing wrong?) (Where do we improve?)
3. Create a document that establishes the relationship between PW and future classes of OTL.
(How do we continue to learn?)