

# **Integrating Organizational Learning with Strategic Leadership Development: Changing Mindset, Changing Organization**

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## **ABSTRACT**

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Global business dynamism, arbitrary market trends and competitive forces have changed the business perspective and accelerated the process of organizational development. The existential need of for radical change and development of leadership skills set for organizational development require organizational restructuring through learning based cultural orientation which in turn enhances the organizational performance. Transforming the organization and changing the perspective of work need employees' training, guidance, goal setting and skills development with a strategic foresight and learning based interventions. Organizational learning develops an environment of progressive employability by cognitive restructuring, changing mindset, enhancing commitment and brings an innovative systematic change and effective solutions to the unseen problems and performance hindrances of the organizations. The present study explains how the organizational learning fulfills the organizations' leadership development needs with an explicit focus on employees' self development for strategic organizational accomplishment. The proposed theoretical model explains how the integrated processes of learning and behavioral development create a stimulating affect on individuals' mindset and vision alignment for strategic leadership development.

**Keywords:** Organizational Learning, Coaching, Mentoring, Strategic Leadership Development, Commitment

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