

Society for Organisational Learning

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A number of groups around the world identify themselves as SoL communities with a great variety in configuration, level of development, and capacity for implementing the kind of integrated action-learning approach envisioned by SoL. It's what makes being part of SoL so exciting: it is a true learning journey for its members.

There is real talent and skill amongst the members of SoL around the world: we all encounter this when we meet together locally or internationally. But it is not always easy to keep track of what individual members do. So [Sol UK](#) would like from time to time to tell our members about publications by SoL members. It's a great way of knowing more about the learning journey of our members here in the UK, but also from other SoL communities.

The global website www.solonline.org has a comprehensive list of SoL publications available to buy online. Follow the link to [Publications and Resources](#) for books by US inspirers, Peter Senge, Otto Scharmer and others.

But did you know that one of the [SoL UK small business members](#) is an independent publishing house called [Triarchy Press](#)? It specialises in books and products about organizations and how the people in them act and learn together. Visit their website for details of their latest books. www.triarchypress.co.uk

If you know of books from other [SoL community members](#) from anywhere in the world, we would like to hear about them, so that we can notify you about their published work via these occasional publication bulletins. Please email your suggestions to anward@sol-uk.org.

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Organising & Disorganising, the latest work of Michael Thompson is written to appeal to a wide audience and is a great read for those interested in 'effective and enlightened action on challenging global issues.' Michael is an anthropologist who is well known for his Cultural Theory, Rubbish Theory and Clumsy Solutions. Michael led one of our most successful Decision-making workshops in 2007, and for anyone who is aware that the search for elegant solutions is always elusive, that complexity is our reality, his approach to how we actually find solutions will open new ways of thinking about how we organise and disorganise ourselves as individuals and in groups. Click on the image to follow the link to the Triarchy Press website.



Organising and Disorganising
by Michael Thompson

Peter Senge needs no introduction to SoL community members worldwide. **The Fifth Discipline** has been one of the most successful publications on organizational learning ever. It is still a 'must-have'. In his latest book, **The Necessary Revolution**, Peter draws together the concept of organizational learning and sustainability in a timely book on how to change things for the better. Take a look at this book on the www.solonline.org site:

New from PETER SENGE - Now Available!

The Necessary Revolution: How Individuals and Organizations are Working Together to Create a Sustainable World



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If you are interested in a comprehensive view of how people work together to create successful, learning organizations, take a look at [The SAGE Handbook of Organizational Behaviour, Vol. II](#), published on 18th December.



In this volume, the focus is on macro-organizational behavior, revealing ways in which the individual person and group affect any organization.

Chapters are written by eminent and upcoming scholars in the field, each presenting on the major issues in organizational behavior as seen with a macro-lens.

SoL UK director, [Rosie Beckham](#), has co-authored a chapter on [Organizational Design](#) with [Gerard Fairtlough](#). It gives a clear outline of the main influences on, and reasons behind the necessity to design organizations and their view of how Fairtlough's Triarchy and Thompson's Cultural Theories can be drawn together.

Many of the UK members will have met Gerard Fairtlough: he was a friend, mentor and supporter of [SoL UK](#). Others will have enjoyed their workshops on the interaction between these theories in 2007. He and Rosie worked together for four years before Gerard's death in December last year.

To read more about this book, [click on the image to go to the Sage website](#).

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[Alain de Vulpian](#), is a much admired member of [SoL France](#). His contribution to SoL has had a global impact - for as an internationally renowned sociologist and political scientist with a lifetime's experience in research and analysis of social change, his experience of change is second to none. He is the founder of Groupe Cofremca and co-founder of Sociovision, and with his team of anthropologists developed a system for the detecting and predicting socio-cultural change, known as 3SC. His companies' consultancy clients include companies like L'Oréal, Fiat, Renault, EDF, Volvo, Nestlé, Royal Dutch Shell and Crédit Lyonnais, as well as prime ministers and presidents

[Towards the Third Modernity: How Ordinary People are Transforming the World](#) by Alain de Vulpian. Foreword by [Arie de Geus](#), president, [SoL UK](#). Introduction by [Rosie Beckham](#), director, [SOL UK](#).



Published in France as **[À l'écoute des gens ordinaires: Comment ils transforment le monde](#)**, this book has now been updated and translated for the benefit of English readers around the world. It is a mark of the extraordinary breadth and scope of this book that the original French edition was seized upon by academics, social commentators, business leaders, historians, politicians, planners, teachers, social anthropologists and the 'ordinary people' of the title alike.

[Towards the Third Modernity](#) is a compelling insight into the lives of ordinary people and is the culmination of 60 years' research. In terms of organizational learning, Alain gives insights into how, in a myriad of complex shifts in attitudes and approaches, the Western world has changed in the decades since World War 2. Drawing on his vast experience and research he sets out the results of field research and looks forward to changes that are still on the horizon. Drawing on a mass of interviews, field research, life histories, opinion polls, surveys and social observation conducted across Western Europe and North America since the early 1950s, the author plots the passage of what he calls the First and Second Modernities. The final chapters examine the trends and changes towards what Alain describes as the third modernity. Ahead of the curve, these trends are only tardily being detected by other social observers around the world.

As we experience the shock waves of financial melt-down and recession, this book offers insight into how, as individuals and groups, people organize themselves, to negotiate a learning path through the complex set of institutions, social and political change, and the reality of looser self-organizing structures, to give us all heart for the future. It is available in French via www.amazon.fr, and in English via triarchypress.co.uk and online bookstores.