

Learning Log (for Triple-Loop Learning*)

- What ONE INSIGHT OR INTENTION are you taking away?
- Where and when will you APPLY this?
- What DIFFERENCE do you hope it will it make?
- How will you MEASURE / EVALUATE success?

What's been most useful?

(Not just WHAT have you learned, but what's helped you learn what you've learned?)

Triple-loop learning

1. Single-Loop Learning:

- **Definition:** **Single-loop learning** involves making adjustments and improvements to strategies or behaviors based on feedback, without questioning or altering the underlying beliefs or policies.
- **Example:** If a company is not meeting its sales targets, single-loop learning might involve changing sales tactics or improving marketing efforts within the existing business model.

2. Double-Loop Learning:

- **Definition:** **Double-loop learning** goes a step further by challenging and redefining the underlying assumptions, norms, and policies that shape strategies and behaviors.
- **Example:** In the same scenario, double-loop learning would involve questioning whether the company's business model, target market, or product offerings are fundamentally aligned with market needs, and making necessary changes to these underlying factors.

3. Triple-Loop Learning:

- **Definition:** **Triple-loop learning** involves reflecting on how we learn, examining the processes and contexts that shape our learning practices, and transforming the very structures and cultures that govern learning within an organization or individual mindset.
- **Example:** If an organization is facing persistent issues despite changes in tactics (single-loop) and underlying assumptions (double-loop), triple-loop learning would involve re-evaluating how the organization approaches learning and knowledge creation, potentially redefining its learning culture and practices.