

Database

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Source	Noblet JP, Simon E, Parent R. Absorptive capacity: a proposed operationalization. Knowl Manage Res Pract. 2011;9(4):367-377. doi:10.1057/kmrp.2011.26
Link	Link
Source Type	Review /Overview
Domain	Groups
Subdomain1	Organisations
Subdomain2	Learning
Key Points	The concept of organisational learning has rather strangely received more attention in the commercial sector as an important driver of performance and innovation than in academic and healthcare institutions. In essence this paper builds upon and clarifies an earlier classification of this process into four stages : Acquisition, Assimilation,Transformation and Exploitation, stages that obviously mirror similar mechanisms of individual learning. It is clear that the capacity to absorb and effectively use information originating externally is much more important in performance enhancement both quantitatively and qualitatively than internal research and development. This website was developed in part to provide one set of tools to facilitate both organisational and individual learning from important but often overlooked external sources.As in most other human activities we learn and act more by copying the ideas and activities of others than through our own creative endeavours.
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