

Army Learning Organization Maturity Model (ALOMM)

Army Learning Organizations are: organizations that continuously orient themselves towards the processes or activities to learn by collectively acquiring skills and knowledge and to adapt in response to learning outcomes to achieve a shared vision of the future.

<u>Dimension 1: Cultivation of Learning Support</u>	
Maintaining a culture that is conducive to continuous learning for individuals and teams by providing resources, removing obstacles and incentivizing and modeling behaviors that support learning.	
Attribute 1	Communicates the value of learning, new ideas and open dialogue across all levels of the organization.
Attribute 2	Recognizes and rewards initiatives to generate and share new knowledge.
Attribute 3	Encourages learning that promotes continuous self- and organizational- improvement.
Attribute 4	Provides resources and opportunities to enable learning and development.
<u>Dimension 2: Orientation toward a Shared Future</u>	
Creating a shared organizational vision and a common understanding of how learning is used to collectively achieve the vision.	
Attribute 1	Collaborates to define strategies for learning to achieve shared goals.
Attribute 2	Demonstrates a unified purpose for how learning is used to create change and achieve a shared organizational vision.
Attribute 3	Works together to integrate learning into daily operations.
<u>Dimension 3: Exploration of New Perspectives</u>	
Searching continuously for new perspectives and information and challenging current thinking to give rise to improvements.	
Attribute 1	Conducts ongoing assessment of the organization to determine where learning is needed.
Attribute 2	Challenges current practices and generates new methods for achieving objectives.
Attribute 3	Applies new ideas that lead to innovation.
Attribute 4	Builds a foundation of trust to encourage generation and implementation of new knowledge.
<u>Dimension 4: Synchronization of Capabilities</u>	
Aligning capabilities and resources to achieve interdependencies that promote learning and enhance effectiveness.	
Attribute 1	Integrates capabilities across the organization to achieve a common goal.
Attribute 2	Leverages diverse perspectives and experiences to create value for the organization.
Attribute 3	Considers the complex relationships among environmental and organizational elements when identifying courses of action.
<u>Dimension 5: Management of Organizational Knowledge</u>	
Engaging in ongoing activities to identify, capture, store, transfer and apply knowledge to address knowledge gaps and optimize performance.	
Attribute 1	Maintains processes for knowledge exchange and continuity of operations.
Attribute 2	Connects communities of interest to promote knowledge exchange and integration.
Attribute 3	Leverages systems to share knowledge that aligns with work requirements.
Attribute 4	Captures and disseminates lessons learned.

Point of Contact

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