



## Greater Orlando Organization Development Network Meeting

### “The Learning Organization”

Friday, April 13th - 8:30am-12:30pm  
At Adaptec  
2602 Challenger Tech Ct., Suite 190  
Orlando, FL 32826  
321-207-1000 (for directions)

**Presenters: Sandra Blossey, Ph.D. & Edwin Mourino, Ph.D.**

#### Session Overview:

The idea of a Learning Organization has been discussed by organization development professionals for almost 20 years. Yet, few claim to fully understand the principles and practices that make up this approach to incorporating change and deep understanding within the everyday activities of an organization.

Peter Senge, author of The Fifth Discipline, and other books has stated that  
**“A learning organization is continually expanding its’ capacity to create its future.”**  
But what does that mean? How does it happen?

The facilitators for this meeting plan to engage you in an insightful, reflective, and thought provoking discussion around this topic with the intentions of addressing the following questions:

- What is a learning organization?
- What are the components and characteristics of a learning organization?
- What are some of the core concepts, processes, and tools used in learning organizations?
- Which organizations have worked toward becoming a learning organization?
- What are some of the lessons learned?
- Which learning organization practices are used by your company?
- How can you learn more about this topic?

The facilitators are:

Sandra C. Blossey, Ph.D.  
President,  
Kaleidoscope Change Consultants  
[scblossey@cfl.rr.com](mailto:scblossey@cfl.rr.com)

Edwin Mourino, Ph. D.  
E&OD Consultant,  
Enterprise Operations, LM  
[Edwin.L.Mourino@lmco.com](mailto:Edwin.L.Mourino@lmco.com)

Sandra has more years than she wants to admit as a teacher and psychologist in private educational and medical institutions. She earned her Ph.D. in Human and Organization Systems and for over fifteen years has taught graduate and undergraduate courses at Wake Forest University and Rollins College in “Organization Development and Change” and “Becoming a Learning Organization.” She is a Florida Supreme Court certified mediator, an examiner for Southern Association of Colleges and Schools and experienced in strategic planning,

Edwin has over 25 years in the Human Resources Development field in a variety of organizations and capacities. His broad industry experience includes the Air Force, Retail, Utility, Hospital, and Aero Defense. Edwin has expertise in Leadership Development, Learning & Development, and Diversity. He has been published in different professional magazines and presented at numerous industry conferences regarding his practical implementation of organizational and learning development initiatives. He has been both a chapter

program evaluation, continuous improvement programs, process facilitation, managing changing, preventing and mediating conflict and coaching others in learning/thinking processes, behavior change, leadership skills and career planning. She retired from Rollins College as Director of the Institute for Effective Teaching in May of 2006 and is now president of Kaleidoscope Change Consultants.: <http://www.kalchangeconsultants.com>

president and National Advisor Committee member with the American Society of Training & Development (ASTD). Edwin's experience includes management, extensive internal, along with external consultant experience. He has also taught in the university setting both in undergraduate and graduate levels. Presently Edwin works as internal organizational development professional for Lockheed Martin.

**For Directions to Adaptec, please see the maps attached in the email.**

**Continental breakfast will be served.**