Learning Models for Innovation in Organizations: Examining Roles of Knowledge Transfer and Human Resources Management

Fawzy Soliman

UTS Business School, University of Technology, Sydney, Australia
# Table of Contents

**Preface** ........................................................................................................................................... xv

**Chapter 1**  
Could Knowledge, Learning, and Innovation Gaps be Spiralling? ................................. 1  
   *Fawzy Soliman, UTS Business School, University of Technology, Sydney, Australia*

**Chapter 2**  
Innovation, Learning, Communities, and Actor-Networks of Practice .................. 30  
   *Stephen Fox, Queen Mary, University of London, UK*  
   *David Vickers, University of Central Lancashire, UK*

**Chapter 3**  
Mind Training for Innovation: Building Foundations for Creativity in the Workplace ........ 52  
   *Julia Connell, University of Technology, Sydney, Australia*  
   *Charlotte Thaarup, Creative Transformations, Australia*

**Chapter 4**  
Establishing Learning Places and Knowledge Flows to Stimulate Innovation .......... 72  
   *Ronald C. Beckett, Deakin University, Australia*

**Chapter 5**  
The Construction of Knowledge Management: The Foundation of Organizational Learning Based on Learning Organization ............................................................ 89  
   *Ben Tran, Alliant International University, USA*

**Chapter 6**  
Innovative Approaches to Improving the Transfer and Sustainability of Learning .......... 111  
   *Michael P. Leimbach, Wilson Learning Worldwide, USA*
Chapter 7
Knowledge Management: Perspectives and Practices from the Middle East .................................................127
Hesham Magd, University of Buraimi, Oman
Mark McCoy, University of Buraimi, Oman

Chapter 8
Managing Knowledge through Dynamic Capabilities..................................................................................157
Niksa Alfirevic, University of Split, Croatia
Anita Talaja, University of Split, Croatia

Chapter 9
Can Human and Technical Resources be In Sync to Advance Resourceful Inclusive Enterprise? ....173
Mambo G. Mupepi, Grand Valley State University, USA

Chapter 10
Total Relationship Management of Knowledge and Information Technology for Innovation: A Total Knowledge Management (TKM) Perspective.................................................................192
Mosad Zineldin, Linnaeus University, Sweden
Valentina Vasicheva, Linnaeus University, Sweden

Chapter 11
Learning and Innovation in Uncertain Times: The Role of Organisational Systems and Managerial Perceptions of Uncertainty...........................................................................................................209
Canan Katrin Akpolat, University of Technology, Australia
Fawzy Soliman, UTS Business School, University of Technology, Sydney, Australia
Jochen Schweitzer, University of Technology, Australia

Chapter 12
Organizational Efficiency and X-Inefficiency: Which Role of Learning Organization, Knowledge Transfer, and Innovation?.................................................................222
Meryem El Alaoui Amine, University Mohammed V Souissi, Morocco
Anass Mdaghri Alaoui, University Mohammed V Agdal, Morocco

Chapter 13
Evolutionary Learning Organization in a System Orientation of Ethico-Economics..............................242
Masudul Alam Choudhury, International Islamic University, Malaysia & Trisakti University, Indonesia

Chapter 14
Attributes of the Learning-Innovation Transformational Leader...............................................................251
Fawzy Soliman, UTS Business School, University of Technology, Sydney, Australia
Chapter 15
The Green 5-S Model for Organisational Learning and Development ........................................ 268
   Samuel K. M. Ho, Sun Yat Sen University, China

Chapter 16
Could Knowledge Gaps Drive Quality Improvement? .............................................................. 288
   Ahmed Mehrez, Qatar University, Qatar
   Fawzy Soliman, UTS Business School, University of Technology, Sydney, Australia

Compilation of References ........................................................................................................ 307

About the Contributors ............................................................................................................ 352

Index ....................................................................................................................................... 357