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Chris Argyris Apprentissage Organisationnel Connaissances Actionnables Et Vision Programmatique

Marie-Léandre Gomez



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Chris Argyris - Apprentissage organisationnel, connaissances actionnables et vision programmatique Sandra CHARREIRE PETIT, 2009-11-01 Ce texte vise exposer les principaux éléments au cœur de l'œuvre développée par Argyris mais au-delà montrer l'originalité de sa démarche et présenter son regard sur ce monde académique qu'il a tant contribué à nourrir. La première section souligne les apports conceptuels du chercheur. La seconde a pour objectif de mettre en perspective son travail avec les sciences de l'action mais aussi d'en circonscrire les influences en termes méthodologique et épistémologique notamment.

Chris Argyris - Apprentissage en double boucle, recherche-action et quête d'un savoir actionnable Yvon Pesqueux, 2025-01-30 Chris Argyris 1923-2013 est un des grands auteurs américains qui appartient aux icônes des sciences de gestion. Il est donc à la fois incontournable et dangereux. Incontournable car comment faire sans lui ? C'est l'objet de cette nouvelle biographie commentée cf. le texte publié par Charreire Petit 2009 dans l'ouvrage *Les grands auteurs en management* qui s'ajoute aussi bien d'autres la difficulté tant d'essayer de proposer un travail compréhensif cohérent. Il n'est pas question d'être exhaustif l'exigence de la totalité de l'œuvre d'Argyris tant un programme de recherche en lui-même. Dangereux car comme beaucoup d'autres auteurs icônes sa pensée donne lieu des caricatures l'incontournable schéma de l'apprentissage en double boucle et la réduction de ses apports des citations réduisant sa pensée des phrases normatives dont il est bien l'auteur mais qui contextualisées vont dans le sens du très ambigu interprété bien compris du pouvoir du dirigeant indépendamment de la richesse conceptuelle de son programme de recherche. Comme les autres auteurs icônes il s'exprime en anglais américain sur des propositions apparemment simples mais dont la traduction aplatit la subtilité. *Savoir pour agir* Chris Argyris, 2004. Toute organisation voit apparaître des routines défensives qui font obstacle au changement et l'apprentissage. Une organisation qui parvient à réduire ces routines devient apprenante ses membres sont même non seulement à apprendre et de prendre des décisions de façon plus efficace mais aussi de questionner voire de modifier la logique qui guide leurs actes. Grâce son approche à la fois théorique et pratique du changement organisationnel Chris Argyris réussit à concilier exigences académiques et managériales et répondre une double attente celle des praticiens soucieux de se voir proposer des conseils directement applicables sur le terrain et celle des chercheurs intéressés par un travail théorique rigoureux. En effet il ne se contente pas de décrire les obstacles au changement il en analyse les causes et indique comment laborer des connaissances permettant d'agir efficacement. Après une présentation du cadre théorique Chris Argyris convie le lecteur à accompagner durant une recherche action menée dans un cabinet de conseil et suivre pas pas ses interventions visant faire de cette entreprise une organisation apprenante. Les nombreux extraits d'entretiens donnent non seulement au livre un caractère vivant et réaliste mais contribuent aussi mieux comprendre comment l'intervenant procède et comment les membres de l'entreprise réagissent. *Savoir pour agir* est un ouvrage destiné aux dirigeants aux chercheurs aux étudiants en gestion ainsi qu'à tous ceux qui s'intéressent au changement et à l'apprentissage organisationnels. **Chris Argyris et Donald Schön -**

L'apprentissage comme perspective pour penser l'articulation entre les individus et l'organisation Benoît

Grasser, 2025-01-30 Pourquoi dans le champ de la GRH s'intéresser plus particulièrement à Argyris et Schön ? La réponse tient en ce que leur approche accordant une place centrale aux membres de l'organisation et leurs actions dans le processus d'apprentissage organisationnel elle est particulièrement stimulante pour tout chercheur qui s'interroge sur les relations entre le travail des individus membres de l'organisation, l'apprentissage de compétences de différents niveaux individuel, collectif et organisationnel et les contextes organisationnels qui favorisent ou inhibent ces apprentissages.

L'apprentissage organisationnel, 1994

Savoir pour agir Chris Argyris, Bertrand Moingeon, 1995 Toute organisation voit apparaître des routines défensives qui font obstacle au changement et à l'apprentissage. Une organisation qui parvient à briser ces routines devient apprenante : ses membres sont non seulement en mesure d'apprendre et de prendre des décisions de façon plus efficace, mais aussi de questionner voire de modifier la logique qui guide leurs actes. Grâce à son approche à la fois théorique et pratique du changement organisationnel, Chris Argyris réussit à concilier exigences académiques et managériales et à répondre à une double attente : celle des chercheurs intéressés par un travail théorique rigoureux et celle des praticiens soucieux de se voir proposer des conseils directement applicables sur le terrain. En effet, il ne se contente pas de décrire les obstacles au changement ; il en analyse les causes et indique comment laborer des connaissances permettant d'agir efficacement. Après une présentation du cadre théorique, Chris Argyris convie le lecteur à l'accompagner durant une recherche-action menée dans un cabinet de conseil et suivre pas pas ses interventions visant à faire de cette entreprise une organisation apprenante. Les nombreux extraits d'entretiens donnent non seulement au livre un caractère vivant et réaliste, mais contribuent aussi à mieux comprendre comment l'intervenant procède et comment les membres de l'entreprise réagissent.

Savoir pour agir est un ouvrage destiné aux dirigeants, aux chercheurs, aux étudiants en gestion ainsi qu'à tous ceux qui s'intéressent au changement et à l'apprentissage organisationnels.

De l'apprentissage organisationnel à la construction de connaissances organisationnelles Marie-Léandre Gomez, 1998

Whispering the Techniques of Language: An Mental Quest through **Chris Argyris Apprentissage Organisationnel Connaissances Actionnables Et Vision Programmatique**

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