

REVISED AND UPDATED WITH 100 NEW PAGES

THE FIFTH DISCIPLINE

The Art & Practice of
the Learning Organization

PETER M. SENGE

T H E

FIFTH DISCIPLINE

THE ART AND
PRACTICE OF
THE LEARNING
ORGANIZATION

Peter M. Senge



CURRENCY

DOUBLEDAY

New York London Toronto Sydney Auckland

COMPLETELY REVISED AND UPDATED

This revised edition of Peter Senge's best-selling classic, *The Fifth Discipline*, is based on fifteen years of experience in putting the book's ideas into practice. As Senge makes clear, in the long run the only sustainable competitive advantage is your organization's ability to learn faster than the competition. The leadership stories in the book demonstrate the many ways that the core ideas in *The Fifth Discipline*, many of which seemed radical when first published in 1990, have become deeply integrated into people's ways of seeing the world and their managerial practices.

In *The Fifth Discipline*, Senge describes how companies can rid themselves of the learning "disabilities" that threaten their productivity and success by adopting the strategies of learning organizations — ones in which new and expansive patterns of thinking are nurtured, collective aspiration is set free, and people are continually learning how to create results they truly desire.

The revised and updated Currency edition of this business classic contains over one hundred pages of new material based on interviews with dozens of practitioners at companies like BP, Unilever, Intel, Ford, HP, Saudi Aramco, and organizations like Roca, Oxfam, and The World Bank. It features a new Foreword about the success Peter Senge has achieved with learning organizations since the book's inception, as well as new chapters on Impetus (getting started), Strategies, Leaders' New Work, Systems Citizens, and Frontiers for the Future.

Mastering the disciplines Senge outlines in the book will:

- Reignite the spark of genuine learning driven by people focused on what truly matters to them
 - Bridge teamwork into macrocreativity
 - Free you of confining assumptions and mindsets
 - Teach you to see the forest *and* the trees
 - End the struggle between work and personal time
-

PETER M. SENGE is a senior lecturer at the MIT Sloan School of Management and the founder of the Society for Organizational Learning (SoL). In addition to *The Fifth Discipline*, he is the coauthor of *The Fifth Discipline Fieldbook* (1994), with colleagues Charlotte Roberts, Richard Ross, Bryan Smith, and Art Kleiner, and *The Dance of Change* (1999), with George Roth as an additional coauthor; *Schools That Learn* (2000), with Nelda Cambron-McCabe, Timothy Lucas, Bryan Smith, Janis Dutton, and Art Kleiner; and *Presence* (2004), with C. Otto Scharmer, Joseph Jaworski, and Betty Sue Flowers. Senge is widely known as one of the most innovative thinkers about management and leadership in the world. He received a B.S. in engineering from Stanford University, as well as an M.S. in social systems modeling and a Ph.D. in management from MIT. He lives with his wife and children in central Massachusetts.

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PUBLISHED BY DOUBLEDAY
a division of Random House, Inc.

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THE FIFTH DISCIPLINE was originally published in hardcover by Currency in 1990.
A hardcover of this edition has been published simultaneously.

Book design by Richard Oriolo

Permission to reprint Navajo sand painting given by the Wheelwright Museum of the American Indian, Santa Fe, New Mexico. Photography by Kay V. Weist.

Cataloging-in-Publication Data for the hardcover edition
is on file with the Library of Congress.

ISBN 0-385-51725-4
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