

<b>Tool 2.1 Barriers to Organizational Learning</b>		
<i>Barrier</i>	<i>Example</i> What is a specific example in your organization of this barrier to learning?	<i>Overcome the Barrier</i> What can be done in your organization to overcome this barrier and achieve organizational learning?
Program Focus at the Exclusion of Organization Focus		
Limited Resources		
Work-Learning Dichotomy		
Passive Leadership		
Nonlearning Culture		
Resistance to Change		
Not Discussing the Undiscussable		
Need for Control		
Focus on Short-Term, Simple Solutions		
Skilled Incompetence		
Blame, Not Gain Language		