



# Organizational Learning in China



### Why does China matter?

background

### What impacts is the rise of China likely to have on the UK?

economic/cultural/socio-political/institutional

### How do Chinese Institutions operate?

cultural & historical background/learning processes/institutional behaviour

### The Major Institutions

the Communist Party/Banks and Corporations

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# OL. China

## Background

### Why does China matter?



# OL. China

## Background



**Population 1,313,973,713**

**GDP (PPP) \$8.859 trillion**

**Labour Force 791,400,000**

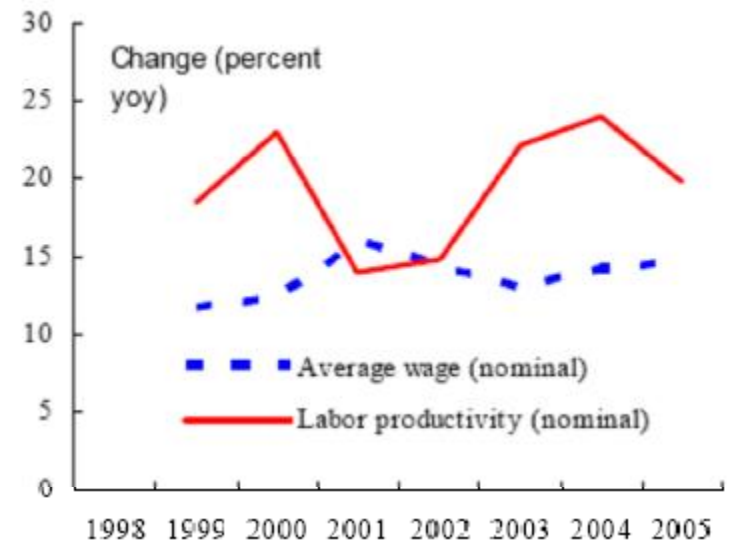
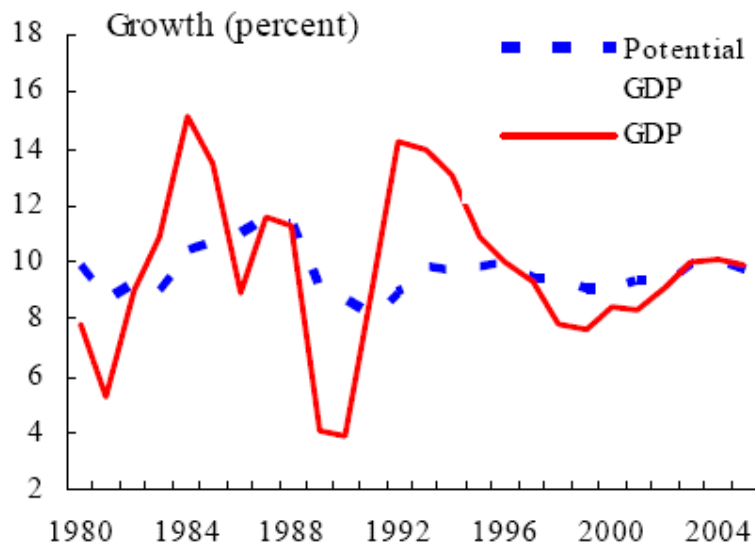
*Source:: CIA.*

### Reform & Opening Up

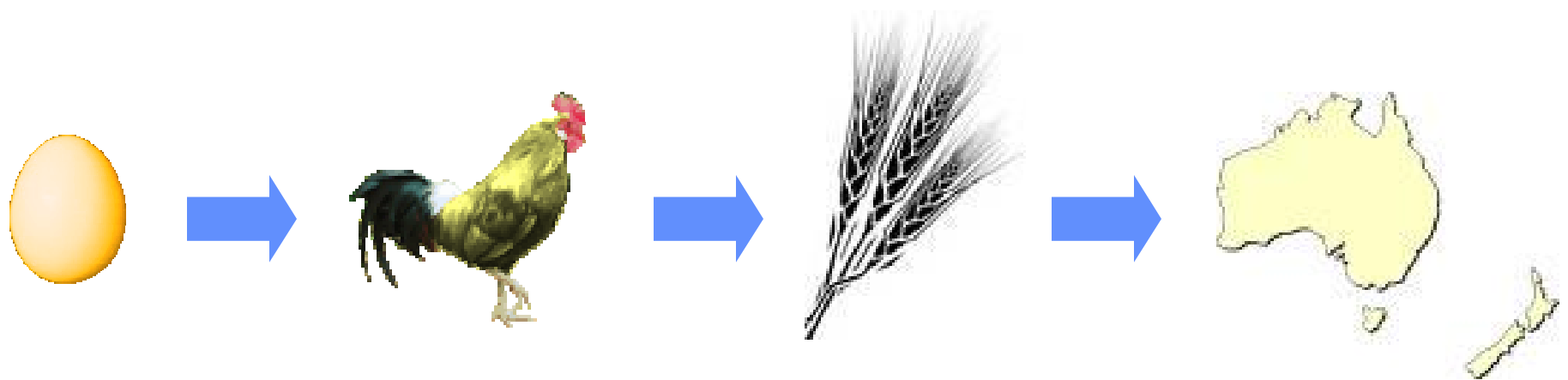


GDP Growth: +9% per year

Industrial Production: +30% per year



Source: World Bank, China Quarterly Update. August 2006.



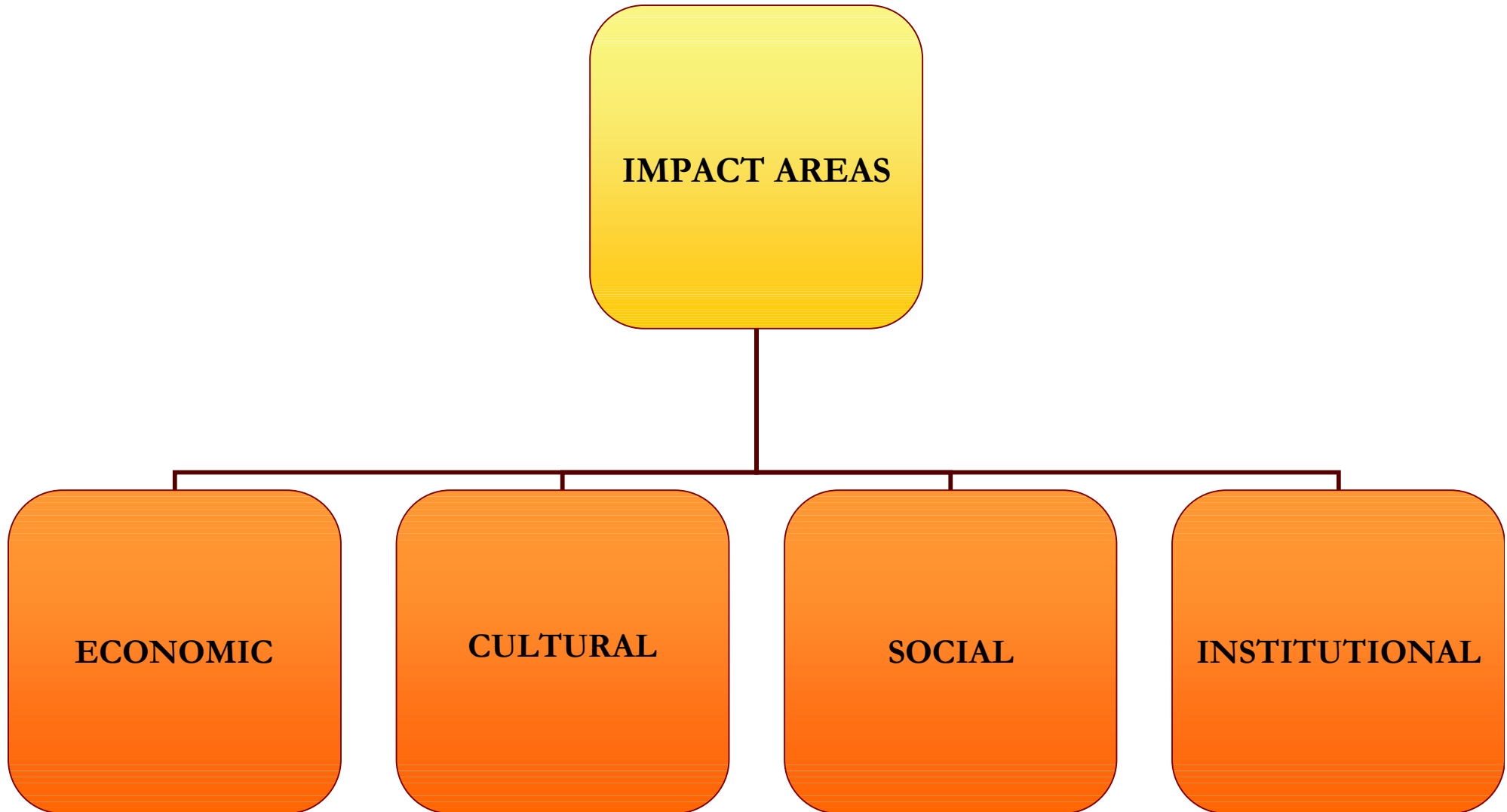
*The Chicken & the Egg Problem*

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**OL. China**

**Emerging Impacts on the  
UK**





### *Economic Impacts*

Trade Deficit

Consolidation/M&A

Carbon Trading/Climate Change

Tourism

Status of the City

Armaments & Financial Services

### *Cultural Impacts*

Education

Popular Culture

Art

'Soft' Power

Language

### *Socio-Political Impacts*

Greater Authoritarianism

Income Disparity

Focus on competition

An altered concept of the individual?



### *Institutional Impacts*

New Organizational Learning Needs

Greater Complexity

Efficiency

Up-skilling

Training & Leadership Development

Integrating new Methodologies

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# OL. China

**How do Chinese  
Institutions operate?**



### *Confucianism and Communism*



### *Cultural Issues in Organizations*

'Face'

'Guanxi'

Technocratic/Analytical Leadership Styles

Differences in saying and doing

Respect for authority

Limited exposure to market mechanisms/understanding of

Western institutions

 **Responsive ?**

 **Adaptive?**

 **Learning Focused?**

 **Politically Sensitive?**

 **State Backed?**

 **Open to Change?**

# OL. China

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## Core Institutions



# OL. China

## *The Communist Party*

Marxism-Leninism Mao Zedong Theory Deng Xiaoping  
Thought and the Three Represents.

70 million members

23 Provinces, 5 Autonomous Regions,  
4 municipalities, 2 special administrative regions.

The only national organization.



## Banks



## Corporations





# Discussion



London  
4<sup>th</sup> October 2006



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