

**Enhancing Team Learning in a Faith Based Organization in Myanmar:
An Action Research Approach**

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Abstract

The main purpose of this research is to enhance team learning in a faith based organization in Myanmar. The objective of this research is to determine the current situation of the organization in terms of team learning and implement an appropriate OD intervention and action plan to sustain continuous team learning in the organization. This study benefits the organization by providing the opportunity to identify the current situation and find ways to improve for future development. Good working environment, coordination and collaboration processes were improved in the organization. The relationship between the leadership and sub-ordinates were also improved because of strengthening team cohesion, increased interaction and communication among team members. Employees have more learning opportunities and share their knowledge, experience and skill among each.

Keywords: team learning, faith based organization, action research, learning organization

Introduction

Humanitarian programs and humanitarian assistance are recognized as key actors on the landscapes of development, human rights, humanitarian, environmental improvement, and many other areas of public action. Many of the humanitarian organizations were established through Christian communities, Churches and Convents which are recognized as Christian Faith based organizations that focus on people in need of health, education, sustainable development, human rights. Public campaigns are aimed at social transformation, conflict resolution, cultural conservation, environmental engagement, policy analysis, research, and information dissemination. Christian Faith based organization formed under Churches and Christian community are widely known as “nonprofit,” “voluntary,” and “civil society” organizations. Caritas is one of the