



به نام خدا

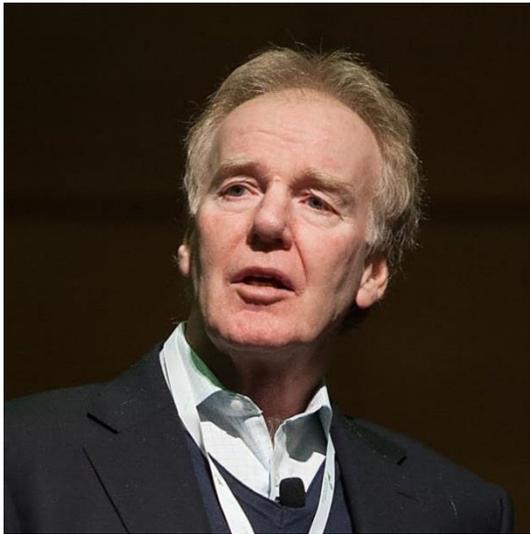
پروفسور پیتز سنگه

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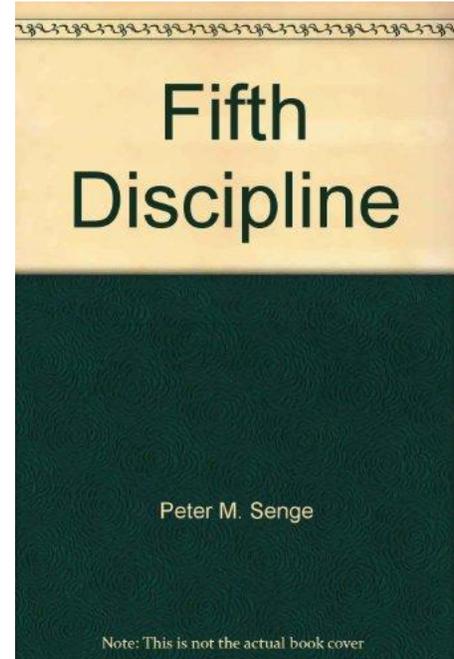
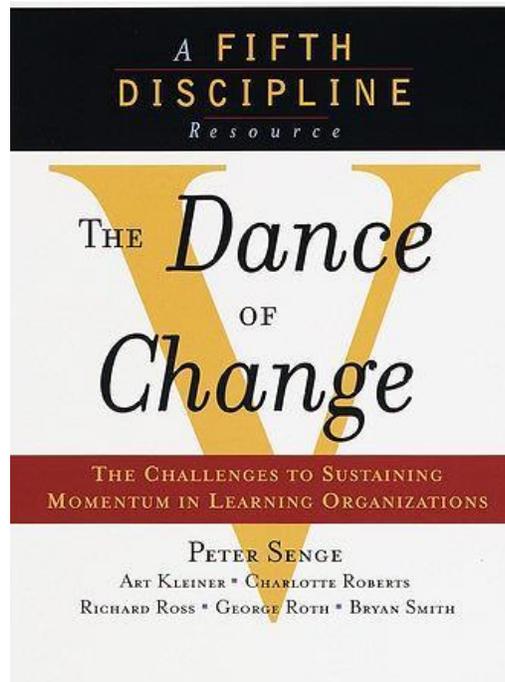
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پیتر سنکه

در سال ۱۹۴۷ در آمریکا به دنیا آمد. مدرک کارشناسی مهندسی را از دانشگاه استنفورد و کارشناسی ارشد و مدل‌سازی سیستم‌های اجتماعی و دکترای مدیریت را از دانشگاه ام‌آی‌تی اخذ کرد. او مدرس ارشد در مدرسه مدیریت اسلوان^۲ در دانشگاه ام‌آی‌تی است. مجله بیزینس استراتژی پیتر سنکه را یکی از ۲۴ نفری می‌داند که بیش‌ترین تأثیر را در استراتژی کسب و کار در ۱۰۰ سال اخیر داشته است. از زمان انتشار کتاب اصل پنجم بیش از یک میلیون نسخه از آن فروخته شده است و مجله کسب‌وکار هاروارد آن را از کتاب‌های اساسی در مدیریت در ۷۵ سال اخیر دانسته است. مؤسس انجمن یادگیری سازمانی است و در سخنرانی و آموزش‌هایش تئوری سیستم‌ها را جهت فهم بهتر تغییرات سازمانی و اقتصاد ارائه می‌دهد.

^۲ Sloan

فهرستی از مهم‌ترین کتب سنگه به شرح زیر است:



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از مقالات مهم سنگه می‌توان به مقالات زیر اشاره کرد:

- Senge, P. M., & Forrester, J. W. (۱۹۸۰). Tests for building confidence in system dynamics models. *System dynamics, TIMS studies in management sciences*, ۱۴, ۲۰۹-۲۲۸.
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برخی از معروف‌ترین نقل‌قول‌های سنگه شامل:

- “the bad leader is he who the people despise; the good leader is he who the people praise; the great leader is he who the people say, "We did it ourselves”



- “Courage is simply doing whatever is needed in pursuit of the vision”
- “The most effective people are those who can "hold" their vision while remaining committed to seeing current reality clearly”
- “vision is an idle dream at best and a cynical delusion at worst - but not an achievable end”
- The gap between vision and current reality is also a source of energy. If there were no gap, there would be no need for any action to move towards the vision. We call this gap creative tension.
- Leadership is about creating new realities.
- “Collaboration is vital to sustain what we call profound or really deep change, because without it, organizations are just overwhelmed by the forces of the status quo. “
- “Courage is simply doing whatever is needed in pursuit of the vision.”
- “The world is made of Circles. And we think in straight Lines.”
- “Vision is an idle dream at best and a cynical delusion at worst – but not an achievable end.”





Peter Senge (1947) is an American scientist, teacher and director of the Center for Organizational Learning at de MIT Sloan School of Management. He is known as the author of the book *The Fifth discipline* (1990) and founder of the five disciplines of learning organizations. Peter Senge also developed with Chris Argyris the Ladder of Inference, a powerful **Decision Making** tool. Peter Senge received a Bachelor's degree (BSc.) in aerospace engineering from Stanford University. In 1973, Peter Senge obtained his Master's degree (MSc.) in social systems modelling from the Massachusetts Institute of Technology (MIT) Sloan School of Management. Peter Senge obtained a doctorate (Ph.D.) in management in 1978. After he had obtained his doctorate, Peter Senge started working as an engineer in training for John H. Hopkins where he was inspired by the works of Michael Peters and Robert Fritz.