Reviewer's report

Title: Evidence in the Learning Organization

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The authors propose a learning framework (Evidence in the Learning Organization) based on their review of the organizational learning literature. The goal is to "help organizations identify organizational barriers to adopting evidence-based practice innovations and to provide a scaffold for designing multifaceted organizational interventions to overcome these barriers." The strategy used in the paper is to present one organizational scenario from three perspectives, introduce various learning models, introduce a new ELO model and illustrate how the model can assist in the resolution of the problem identified in the scenario. The goal was very challenging as the authors had to assume knowledge of the evidence-based literature and introduce new concepts related to organizational learning. It is apparent that they did a lot of work in identifying key models (Figure 1) yet, it's unclear how they reached their conclusions regarding the use of evidence as it applies to the different frameworks. Unfortunately they treat the subject in a very superficial manner which they acknowledge on page 23. The statement on p. 22 in which time spent on reflection is equated to saving patient lives is unsustainable. The majority of the literature on the effectiveness of evidence-based practice has been at the individual level. There have been meta-analyses which have identified what works and what doesn't including individual, team and organizational factors. The authors may have been best to start with that literature to set the context, identify the gap then expand to illustrate that support for change and learning must come from the team and the organizational levels. The paper does not meet its initial goals though the introduction of this area to the medical community is laudable. The scenario is a great idea but needs to be revamped and should be based on evidence. Perhaps the authors could illustrate how they have used the model in practice and how it differs from what is presently proposed by the medical community.

Level of interest: An article of importance in its field

Quality of written English: Needs some language corrections before being published

Statistical review: No, the manuscript does not need to be seen by a statistician.