Organizational learning is on the job learning activities that are important in improving the quality of staff. On the job learning activities ensure the organizations to keep moving and constantly preparing themselves to be competitive in the current market needs. The learning activities require the organizations to prepare their environment to support and encourage learning. Organizations’ environment included organizations’ climate and diversity of organizational structure to enable learning. Organizational structure involves a) the physical structure of such spaces, places and buildings, b) operational work structure such as an organizational chart and work hierarchy, and c) social structure. Meanwhile, organizational climate is an environment which is built upon the interaction between the physical structure, work structure and social structure. The organizational structure and climate should support the teachers and students learning activities in schools. Learning activities in the organization, whether formal or informal is the foundation to build a learning organization. Senge (1990), the pioneer of the idea of learning organization named the interaction of the organizational structure and climate of an organization as system thinking. Each component in the organization act as a system, interact mutually and affect each other. O’Brien (1994) in his model named Learning Organization Practices Profile listed four elements associated with organizational climate and structure such as organizational climate, organizational and work structures, processes and information flows. Meanwhile, Silins, Zarins and Mulford (2002) stated the environmental scanning as one of the important dimensions in learning organization. The organizations’ social and physical environment is a very important element in the operation of a learning organization. The Successful Schools Model Profile which was developed by Bowen, Ware and Rose (2007) has two related elements of organizational climate and structure that support learning which is information flow and tolerance of error. The element of information flow involves effective communication process with the help of the physical structure and social interaction. Meanwhile, the element of error tolerance involves learning climate which is very important in learning organization. Furthermore, all components of the moderator in the learning organization model by Bui and Baruch (2007) is related to climate and organizational structure. The components: learning climate, communication systems, size of the organization, organization segmentation and organizational policy. The models that have been discussed showed that organizational structure and climate and is a very important element as a supporter and promoter of learning activities in the organization.