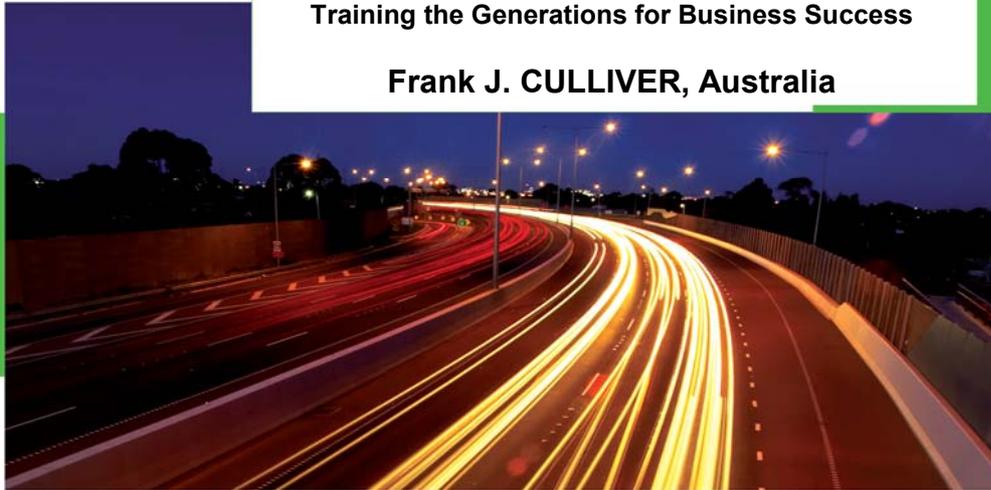


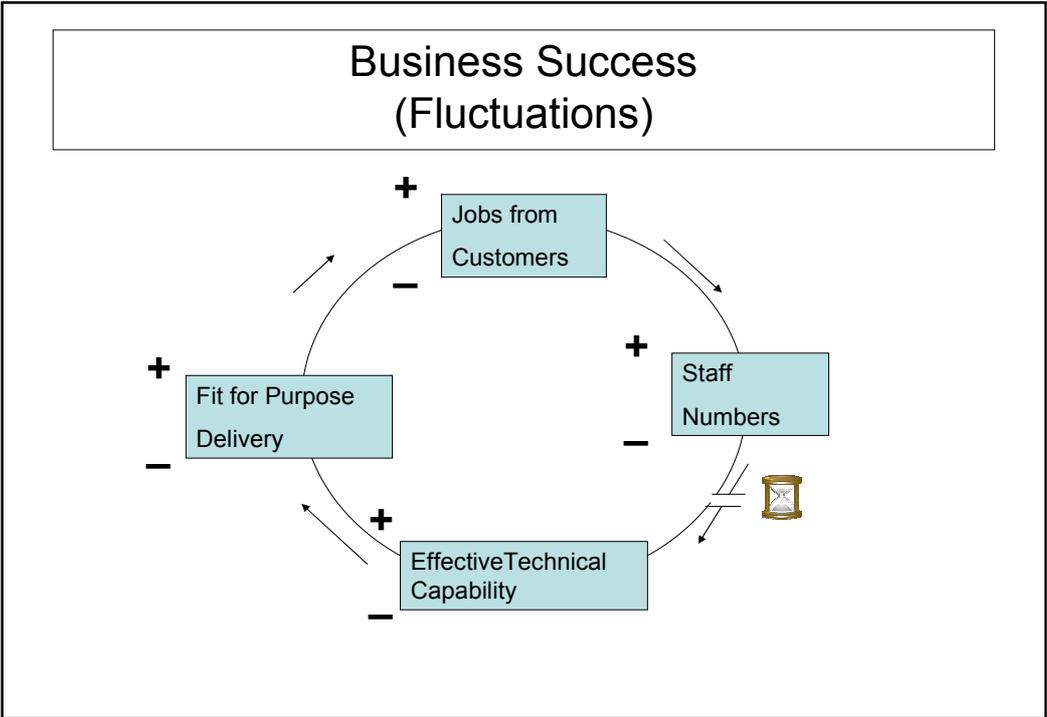
**FIG Working Week 2008  
STOCKHOLM  
Training the Generations for Business Success**

**Frank J. CULLIVER, Australia**



**Discussion**

- Business paradigms
- Sustainability and relevance in the community
- Embracing workplace continuous learning



**vic roads**

**'TECHNOLOGY FIRST' PARADIGM**

Promoted by  
The invention and rapid evolution of electronic and computer surveying tools to do things faster

1

## 'TECHNOLOGY FIRST' PARADIGM

### Characteristics:

- Focus on staying ahead of the technology evolution
- Profit generated by improved efficiencies of current practices / services
- Technical boffin is valued

1

### The FIG definition of the "Functions of the Surveyor" is:

- to determine, measure and represent land, three-dimensional objects, point-fields and trajectories
- to assemble and interpret land and geographically related information
- to use that information for the planning and efficient administration of the land, the sea and any structures thereon
- to conduct research into the above practices and to develop them.

(FIG, 2004)

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## ‘TECHNOLOGY FIRST’ PARADIGM

Knowledge of technology is seen as the recipe for future business success.

Technical Capability Effectiveness

1. Technical skills & expertise
2. Competencies to “Integrate” into solutions

Real technical innovation occurs when business solutions are adapted to a range of services delivered to a broad client base

1

## 'THE CONTRACT' PARADIGM

### Promoted by

- world globalization (shrinking geographical boundaries for business)
- Wave of economic rationalism (accounting management)
- Operating in a lowest price tendering market (price driven services)

1

## 'THE CONTRACT' PARADIGM

### Characteristics:

- Buy resources only as needed.
- Shallow adherence to our profession's code of ethics.
- Excludes exercising judgement for both the community and the client.
- No health check on the people component of our businesses.

1

## **'THE CONTRACT' PARADIGM**

Supervisors have fallen out of practice or don't have the time under the economic pressure cloud of the 'contracts' paradigm for:

- coaching and mentoring.
- reflection and analysis
- the learning cycle

Re-think your time investment into your people capital necessary to support business sustainability

## **'NOW' PARADIGM**

Promoted by

- the environmental challenge
- the generational change of the workforce

## 'NOW' PARADIGM

### Characteristics:

- Focus on environmental sustainability
- Services addressing 'green tape'
- Current & imminent staff shortages
- Long standing recruitment and training methods used

1

## 'NOW' PARADIGM

“Train in order to retain”

### Understanding needed

- the reasons for employment,
- the preferences for training and
- the fundamentals of motivation

1

## The effectiveness of training ?/ What leads to Learning?

- supportive organizational climate
- immediate supervisor's reinforcement and support
- support from a peer work group
- outside peer network

## CONCLUSION

- Identify the resources,
- Schedule the time
- Understand the supervisory competencies that match the staff generational needs
- Focus training in the 'integrating' competencies