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
Business Success (Fluctuations)

Jobs from Customers

Fit for Purpose Delivery

Effective Technical Capability

Staff Numbers

'TEchnology First' Paradigm

Promoted by
The invention and rapid evolution of electronic and computer surveying tools to do things faster
Characteristics:
• Focus on staying ahead of the technology evolution
• Profit generated by improved efficiencies of current practices / services
• Technical boffin is valued

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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(FIG, 2004)

‘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
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)

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.
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

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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

‘NOW’ PARADIGM

“Train in order to retain”

Understanding needed
• the reasons for employment,
• the preferences for training and
• the fundamentals of motivation
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