

ORGANISATIONAL LEARNING STYLE AND PRACTITIONER COMPETENCE

By

Professor Martin Skitmore

Professor
Faculty of Built Environment and Engineering,
School of Urban Development
QUEENSLAND UNIVERSITY OF TECHNOLOGY

ABSTRACT

This presentation reports on a collaborative project with Manchester University involving a fully structured interview survey of experienced quantity surveyors in the UK. The aim of the research was to investigate the relationship between organizational learning styles (the learning climate of an organization, individual learning styles and approaches-to-learning) and the individual competency of the surveyors in early-stage estimating. The results cover:

- the degree of accuracy of the forecasts in relation to the QS's perception of their overall learning climate and, in particular, their organisation's working practices and staff development systems;
- the relationships between the QS's ability to learn from experience, measured in terms of individual learning styles and approaches-to-learning, and the quality of their forecasts;
- the correlation between forecasting accuracy and various organizational learning styles measures, including Reflective Observation and Approaches-to-Learning, with particular emphasis on 'Risk-taking', 'Insecurity' and 'Self-confidence'