



# Management In Practice

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## **Learning at the Speed of Business: Self-Directed Learning in the Global Work Place**

*With their far-flung operations and direct exposure to the global marketplace, international organizations need skilled employees who are innovative, productive, and can work successfully with a high degree of autonomy. Resources may need to be realigned to take advantage of rapid changes in the competitive environment. Because of geographical constraints, the amount of formal training these employees can receive may be limited. This places a premium on self-directed learning—from peers, from local resources, and by tapping relevant information delivered through technology. Learners “construct their own knowledge by combining new information with prior understanding and previous experiences.” The best candidates for self-directed learning are disciplined, goal-oriented, persistent, exhibit a high degree of curiosity, and view problems as challenges rather than as obstacles. What goes for self-directed individuals can also be applied to self-directed teams that share expertise, knowledge, and experience to solve problems or compete successfully in their particular business area—even if team members are in different countries.*

Donna C. Wilson and Delano M. Wilson, Sr.