



Innovative Inductive Network Learning - a Collaboration between Industry and University

Gunhild Drabløs¹, Marianne Heggelund Gjølme², Jon Bredeveien³

gunhild.drablos@umb.no

¹⁻²Norwegian University of Life Sciences (Norway), ³TINE BA (Norway)

Abstract

This paper outlines training strategies for professional development of employees to enhance the organisation's ability to deal with problems in daily production.

Reflections in this paper build on experiences gained in a unique partnership on further education between Norwegian University of Life Sciences and TINE, Norway's largest dairy enterprise. The partnership has resulted in a module-based learning programme at Masters-level.

Special attention will be given to a module in dairy technology, formed as a cross-organisational learning network, based on an inductive teaching and learning approach. Course topics are not defined by the university teachers, but arise from observations and problems experienced by the enterprise and described by the participants. The university teachers' role is to teach and guide students in discovering theory which may be of help to define their specific problems correctly. Furthermore, the teachers moderate the dialogue between the course participants to reach possible solutions as a joint effort between participants and teachers. In addition to focusing on the pedagogical approach, the effect of web-based technology as a means to support the learning network across organizational and geographic boundaries is evaluated. Organisational and cultural framework and preliminary results at organizational level, for the enterprise as well as for the university, is also touched upon.