

The River of Learning in the Workplace

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Using the metaphor of a river to describe continuous and lifelong learning, this paper details an Action Research project aimed at developing effective learning environments in a large, distributed organisation. This project is based on the theoretical assumptions of heutagogy (as opposed to pedagogy and andragogy) which is the study of self-determined learning. It is our belief that heutagogical approaches to learning are more likely to result in an increase in capability as well as competence. The concepts of heutagogy and capability, and the research findings, are discussed in detail as well as the implications for vocational education and training.