

Sharing seven years of experience about a new training model for surveyors

Domenico Romanelli e Giuseppe Mangione, ITALIA

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SUMMARY

There is a gap between technical knowledge collected at school and real professional skills needed by surveyors in the current scenarios. Surveyors' professional activity needs continuous training, spanning their whole carriers. There is no doubt that poor training leads to poor future.

The question is how to gain the interest of a high number of colleagues and get valuable changes in their professional activity. AGIT, the main Italian professional association for topographers, has given its effective answers for the last seven years and, now, it wants to share the best practices it put into action, thanks to the significant results that were achieved. Starting from common and shared requirements, we aimed at taking care of training, not just of information, in order to improve surveyors' common activities, to overcome aged technical solutions and, finally, to allow getting better practical results. Some of our fundamental choices were to let topographers train other topographers and to leverage on powerful feedback tools.

Our experience is made of about 40 courses taken every year about cadaster, topography and surveying, with great satisfaction from the participants. Our motto, in fact, is "to grow together" with topography.

SUMMARY

L'attività professionale del Geometra in Italia, come del resto ovunque, ha bisogno di una formazione continua ed ininterrotta, durante l'intero periodo temporale dell'attività. Gli insegnamenti scolastici spesso non permettono di poter affrontare con competenza e conoscenza tutte le tematiche a cui il Geometra libero professionista va incontro.

E' indubbio che senza formazione non c'è futuro.

Ma come interessare il maggior numero di colleghi ed ottenere dei risultati tangibili tali da effettuare un reale cambiamento? Questa è la domanda che AGIT (associazione Italiana Geometri topografi) si è fatta sin dall'inizio ed alla quale ha cercato di dare una risposta, attraverso la propria mission.

Studiando la necessità della base dei Geometri Italiani, si è cercato di fare una formazione fatta da Geometri, per Geometri, nell'intento di far maturare un reale cambiamento nelle abitudini ormai vecchie e fuori dal tempo, per aiutare tutti i colleghi ad affrontare meglio le sfide professionali ed infine, valutando i risultati di questa attività.

Nelle materie topografiche, catastali e del rilievo, siamo riusciti a realizzare una media di 40 corsi l'anno, apprezzati e condivisi, con l'intento di "Crescere insieme" con la topografia.

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1. WHAT'S TRAINING FOR US

Training for us is to give "shape". Make something already present, to assume a new shape, more developed and richer, so that it can then have a life of its own, independent, persistent over time and also capable of producing wealth. So if we take any of the many professionals whose AGIT turns, are definitely a person who made and formed, we want to give the possibility to increase the practical knowledge that he may implement a new and better way of working and that these increased skills can help improve their earnings, making it more productive and more competitive.

2. AWARENESS AND CAPACITY

We turn to the professionals so as to lead to an increased store of knowledge, but also to an increased ability to develop their knowledge in a practical sense. An example would be reported to a young man who at first did not wish to drive a car, then later want to drive a car but is not capable, then a third time, when able to drive, but does so with great effort, and finally a fourth time - what interests us most - has become so capable of driving the car that "may become distracted by talking on the phone." Obviously our goal, through education, is to be able to put conditions on our trainee to acquire knowledge and practical skills that enable them to perform the professional task without any effort and so natural.

3. THE TRIANGLE OF KNOWLEDGE

To reach the ultimate stage of the previous example, the ability to perform with ease, professionalism and knowledge, you need a large initial effort. To follow the progressive steps needed to achieve this, we use the metaphorical image of an inverted triangle where the base is above and below the tip. The base of the triangle represents the initial effort - the hardest part - and is learning all the basics needed to become a professional. Following the example of the young man who drives a car, we are at the moment when he must acquire the knowledge necessary to learn to drive a car and then, if the practitioner must acquire the ability to BE. Subsequently and toward the apex of the triangle, attention must focus on activities that allow you to let others know that he is capable of doing their job, then the practitioner must use his "being" to the professional activities of everyday life. Following the example, is the case in which the young man driving the car and then allows you to let others know that he is capable of doing that particular thing, you know how to drive. Going forward, efforts should be focused in teaching professional and then to transfer his skills to others. In this way he will continue to deepen his knowledge and making it available

to others should be given to the condition of continuous learning and an example for others. Finally, after completing all the necessary steps towards the acquisition of a natural KNOW will also have acquired knowledge in executing the assignment, which make it worthy of trust.

In the specific case of our courses, the students put in a position to be able to respond effectively to the daily demands that the market caters to professionals by enabling a virtuous cycle that increases the ethical principle of each of their staff. For the professional who says what he thinks and acts on them especially what he says, produces a concrete result. In other words, faced with a problem and theorize how to solve it is simple or however it may appear so, what distinguishes a good professional from a mediocre professional is the fact that in addition to theorize, he puts into practice what the theory says and produces a concrete result, it becomes - this is a must for every professional - useful to the client. It allows the professional to be made in the eyes of others, ethically, because it practices what it says and then goes beyond words to deeds coming. There are many situations in which theory prevails on the practice and then in the way we do training, we preferred to introduce many practical examples that help the student to immerse themselves in the reality of everyday life, thereby improving their daily work and thus solving the full required the customer. This way of working thus makes it possible to implement a real positive and a virtuous circle. Now if we divide the word into TRAINING FORM / ACTION, it is easy for us to understand that education is something that moves towards action, towards the attainment of a change of behaviors and actions that will allow the student to improve his job performance . AGIT order to accomplish this, we make use of other professionals who, in turn, coming from the same professional field of the students have put into practice the inverted triangle passing from being to KNOW. We employ professionals who become teachers of our courses also because the way we understand the wants and needs of the audience we are addressing is done by conducting surveys. From these surveys we have collected - in short - that 97% of respondents asked how teachers and 78% of professionals asking that the practice has more space than the theoretical part.

4. THE THREE ACTIONS NEEDED TO CHANGE

For our students, to reach the goal of increasing their knowledge, ask to change work habits that have used up to now. We ask mainly to implement simple changes in their way of being, through some simple actions to be put in place from the moment they start one of our courses. Everything starting from the principle that must be transformed into DO KNOW. So we recommend as a first important step to be taken, the repetition of what is necessary in order to reach knowledge. This also happens to teach others, because this activity forces - as a matter of ethics - and to deepen their knowledge and better basis of knowledge so as to give them to others.

The immediate next step is the positive attitude towards what is new, but mostly what apparently seems new and different from how we have conducted up to now, our business practices. This state of mind is the key to open the doors of knowledge, otherwise our mind remains closed in on itself and does not accept new matches and new ideas to share and learn

with others.

The third and last critical step to move to the DO, involves the preparation of an actual plan of action. In other words, the realization of the objective that we want to achieve and the actions needed to achieve it, the first and most simple actions to those that seem more complicated. Basically in addition to transfer the information necessary to increase the knowledge in our courses that students want to transfer is the method to deal with the change to a gradual increase of their knowledge.

5. WHICH RESULT?

Perhaps most important of all is this, be clear about the goal we want to achieve. AGIT with us we thought, as all professionals engaged daily in working together that we are passionate about the TOPOGRAPHY, to pool our knowledge to share them with others. We thought between us, there are plenty of professional excellence that are not adequately assessed and sometimes remain in the dark, so we started to collect the most prominent professional seeking to conduct training courses on specific topics ranging from land to the GIS, topography of the classical instrumentation with GPS and laser scanner, knowing that the only way to increase the winning ideas of each one of us is necessary, in the words of G. B. Shaw: If I have an idea and the exchange with a friend who in turn having different exchanges it with me, the result will be that we will be enriched because we both have two ideas.

So our way of training the professionals to go to the professionals and the continued rise in the number of students in our courses that perhaps this road is a winner, but know we must await the next working week where the FIG will take more hits and we compare this too.

REFERENCES

BIOGRAPHICAL NOTES

Dott. Giuseppe Mangione
Presidente AGIT

Geom. Domenico Romanelli
Vice Presidente AGIT

CONTACTS

Dott. Giuseppe Mangione
A.G.I.T.
Address Via Cavour 179/A
Roma
Italy
Tel. +390642744180
Fax +390642005441

Email: presidenza.agit@cng.it
Web site: www.agit.cng.it

Geom. Domenico Romanelli
A.G.I.T.
Address Via Cavour, 179/A
Roma
Italy
Tel. +390642744180
Fax +390642005441
Email: presidenza.agit@cng.it
Web site: www.agit.cng.it