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# Learning in organisations: a corporate curriculum for the knowledge economy

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## Abstract

This paper elaborates on the argument that the economy is transforming into a knowledge economy. Therefore, individuals, teams and companies need to develop the necessary competencies to be able to participate in a working life that is mainly based on knowledge productivity. The traditional approaches to management, training and development will not provide the learning environment that is required for knowledge work. Each company should consciously design a corporate curriculum that turns the day to day work environment into a learning environment. The knowledge economy may bring prosperity to those who join the new elite of knowledge workers. Inherently, it also creates new imbalances. © 2001 Elsevier Science Ltd. All rights reserved.

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## 1. Introduction

Our society is gradually moving towards a knowledge economy: an economy in which the application of knowledge replaces capital, raw materials, and labour as the main means of production. The essential ingredient of products and services is the inherent knowledge. The ability to gather information, generate new knowledge, disseminate, and apply this knowledge to achieve improvement and innovation is an organisation's knowledge productivity. Knowledge productivity will remain the dominant economic factor in a knowledge society and stresses the importance of a flexible and competent workforce. Creating powerful learning environments is crucial in this context. Therefore, this paper *Learning in Organisations: A Corporate Curriculum for the Knowledge Economy* addresses the following questions: If learning is

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