

**David Madlener**

# Developing a Learning Culture in a Project Organisation. Rhomberg Bau GmbH

**Bachelor Thesis**

# YOUR KNOWLEDGE HAS VALUE



- We will publish your bachelor's and master's thesis, essays and papers
- Your own eBook and book - sold worldwide in all relevant shops
- Earn money with each sale

Upload your text at [www.GRIN.com](http://www.GRIN.com)  
and publish for free



**Bibliographic information published by the German National Library:**

The German National Library lists this publication in the National Bibliography; detailed bibliographic data are available on the Internet at <http://dnb.dnb.de> .

This book is copyright material and must not be copied, reproduced, transferred, distributed, leased, licensed or publicly performed or used in any way except as specifically permitted in writing by the publishers, as allowed under the terms and conditions under which it was purchased or as strictly permitted by applicable copyright law. Any unauthorized distribution or use of this text may be a direct infringement of the author s and publisher s rights and those responsible may be liable in law accordingly.

**Imprint:**

Copyright © 2015 GRIN Verlag  
ISBN: 9783668162600

**This book at GRIN:**

<https://www.grin.com/document/317216>

**David Madlener**

**Developing a Learning Culture in a Project Organisation.  
Rhomberg Bau GmbH**

## **GRIN - Your knowledge has value**

Since its foundation in 1998, GRIN has specialized in publishing academic texts by students, college teachers and other academics as e-book and printed book. The website [www.grin.com](http://www.grin.com) is an ideal platform for presenting term papers, final papers, scientific essays, dissertations and specialist books.

### **Visit us on the internet:**

<http://www.grin.com/>

<http://www.facebook.com/grincom>

[http://www.twitter.com/grin\\_com](http://www.twitter.com/grin_com)

# Developing a Learning Culture in a Project Organisation

Using the example of Rhomberg Bau GmbH

Bachelor Thesis submitted in fulfilment of the requirements for the degree of  
Bachelor of Arts in Business

University of Applied Sciences, Vorarlberg (FHV)

International Business, part time BA

Submitted by:

David Madlener

Dornbirn, May 2015

## **Abstract**

This bachelor thesis examines organisational learning concepts in a project environment. Learning of organisations takes place on individual, team and organisational levels. In project organisations these levels carry unique characteristics as to how learning can emerge successfully. Certain learning disciplines help to implement learning on all levels.

This bachelor thesis suggests a learning model for project organisations. It evolves around promoting individual reflection on projects and how it can be turned into knowledge. When knowledge gets shared, project teams make use of it and organisational learning evolves through what is described in this work as double loop learning. The learning model incorporates the testing of whatever has been learned on an organisational context by individual experience in future projects.

All theories and principles get compared to a case study at the civil engineering business unit of Rhomberg Bau GmbH. With their re-implementation of a Project Management Plan, many parallels of this work can be applied in the case study. Individual learning was promoted in the process by critically reflect on the content of the Project Management Plan and use important lessons learned in future projects. The bachelor thesis concludes with a critical review whether learning can be implemented in a project organisation the way it is suggested in this work.