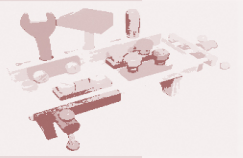


Betty Collis & Jef Moonen: An on-going journey



# Research, E-Learning in the Corporate Sector: 2000-2005



# Focuses...

## In the Corporate World:

- E-Learning**, LMSs, LCMSs
- Blended learning**
- Workplace learning**
- Knowledge Sharing**
- Communities of Practice
- Distributed Teams
- Supervisor engagement in learning
- Return on investment
- Learning value assurance**
- Benchmarking, trend analysis



## In the Professional World:

- EPPSs**
- Communities of Practice
- Distributed Teams

## Cross-sector:

- Learning Objects**
- Standards
- Metadata
- Open source
- Repositories**
- Cross-cultural implications**

\* **Purple** notes major focuses

# Projects: Corporate

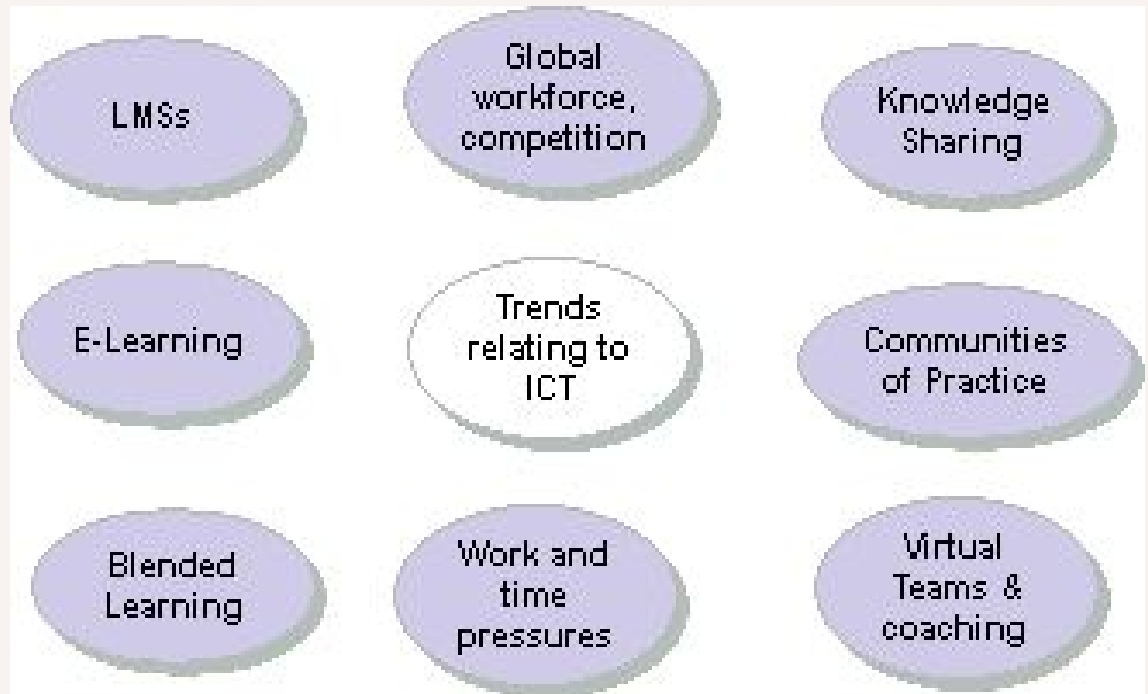
-E-learning readiness studies & analysis framework

-Masters student projects in corporate settings, including Heineken, Philips CTT, **Shell EP**

-Other studies, In Philips CTT, BOSNO

-Learning objects and reuse

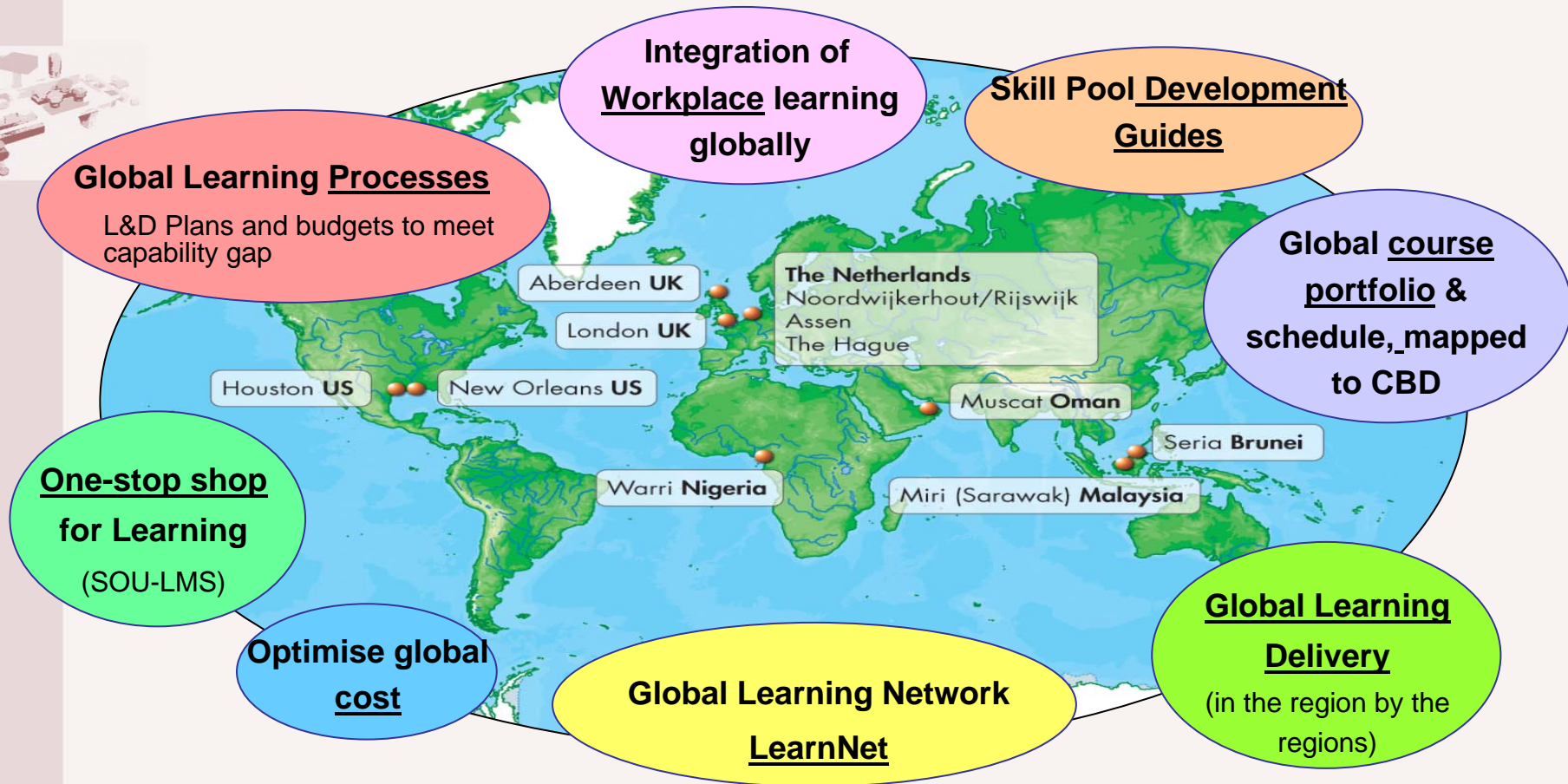
-TeleTOP use in corporate settings, Heineken, Philips CTT, **Shell EP**



The major setting for Betty: Shell EP



# Shell EP Learning

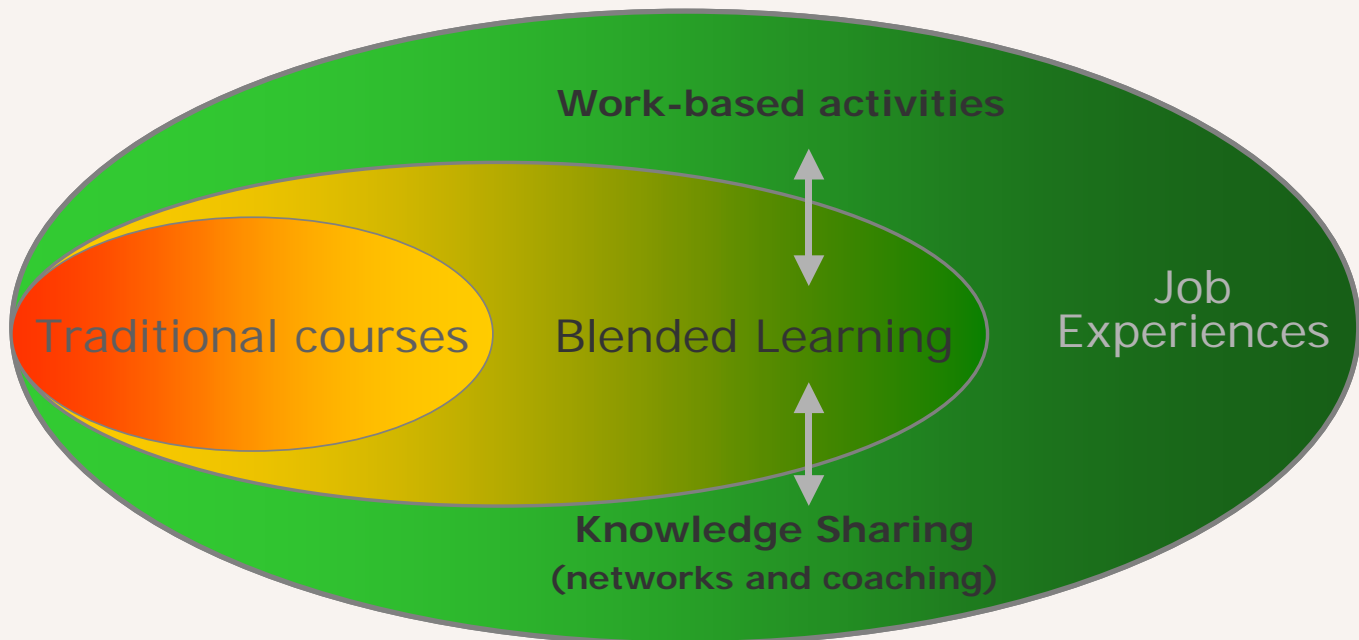


Betty Collis is Head of Research for Shell EP Learning & Leadership Development & also Shell Professor of Networked Learning, 2000-2005

# Learning in Shell EP, 2005....

Knowledge sharing through Workplace Learning

## Workplace Learning



Awareness

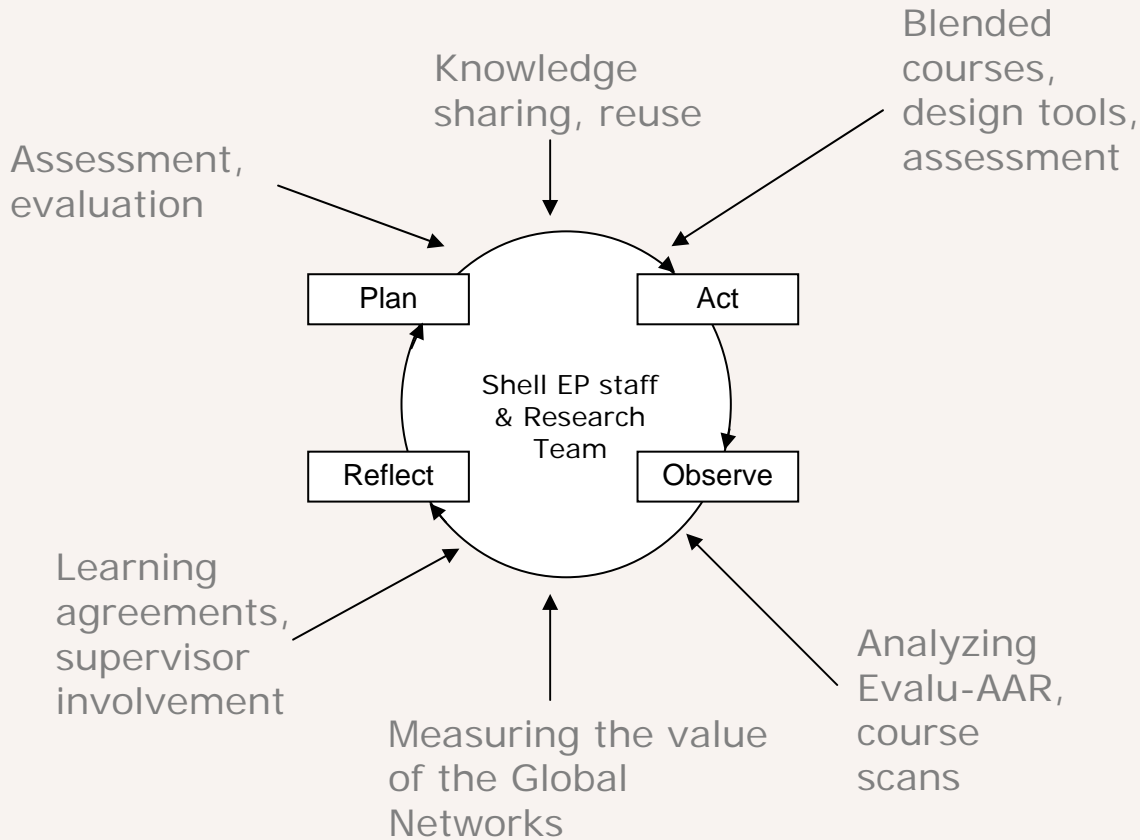
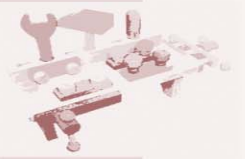
Knowledge

Skill

Mastery

# Five Years of Action Research at Shell EP

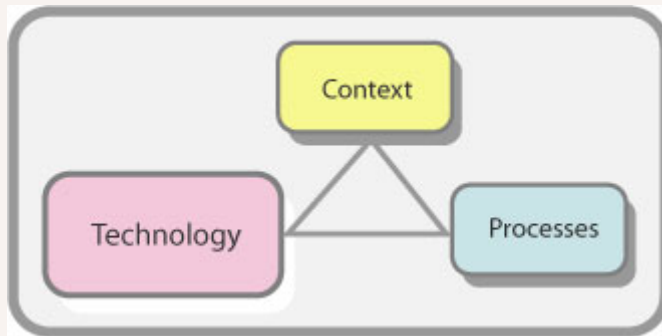
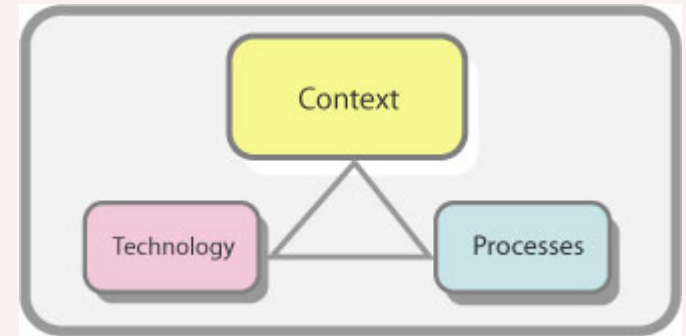
Researchers' roles...Partners in an evolution



With TeleTOP as the workbench for more than 80 courses...

# Reflections: Corporate Learning

- Blended learning (partially) in the workplace is a key trend
- Business impact and competence based development are the key drivers for technology-supported learning
- Capturing tacit knowledge before employees leave the company is a key strategy



- Building knowledge sharing into courses via work-based activities is a key differentiator of Shell EP blended learning compared to other corporate “e-learning” processes

- KM systems are portals and sometimes workbenches for learning via knowledge sharing

