



Intelligent Learning Extended Organisation

EXECUTIVE SUMMARY

The project IntelLEO aims to support learning and knowledge building activities of adult learners that act under specific temporal conditions and in specific contexts. An IntelLEO is defined as a community that emerges as a temporal integration of two or more different business, educational communities and organisational cultures (industrial, research and educational) and leverages ICT technologies to support Learning and Knowledge Building Activities.

The objective of the research and development endeavours in IntelLEO is to explore supportive technologies for cross-organisational collaborative learning and knowledge building activities. The technological developments will be embedded in a pedagogical framework that puts a special focus on the harmonisation of individual and organisational objectives.

For successful collaborative learning and knowledge building activities is the motivation of the individual is crucial. Important motivational factors for collaborative activities and knowledge sharing are ownership, autonomy, positive feedback, trust, personal contact, etc. The pedagogical experts in IntelLEO will define a framework of activities and processes that take these factors into account and will create an environment where the individual as well as the

organisational needs are equally considered.

The envisioned services that the IntelLEO technological frame will support are currently: management of social interactions, provision of learning resources, provision of appropriate learning and knowledge building activities for individuals and groups, scaffolding of the learning process of individuals in accordance with organisation objectives and policy.

The new services will be validated within three different IntelLEO environments each involving various actors from business and educational organisations. Since the three contexts for validation are very heterogeneous a main challenge for IntelLEO will be to identify a set of common services that will be enhanced by specific customisations for each specific case.

Finally, the project will also take a look at the broader socio-economic context – beyond the context of the three specific cases – in order to identify the possible applicability and usefulness of the proposed IntelLEO approach.



INTELLEO VISION

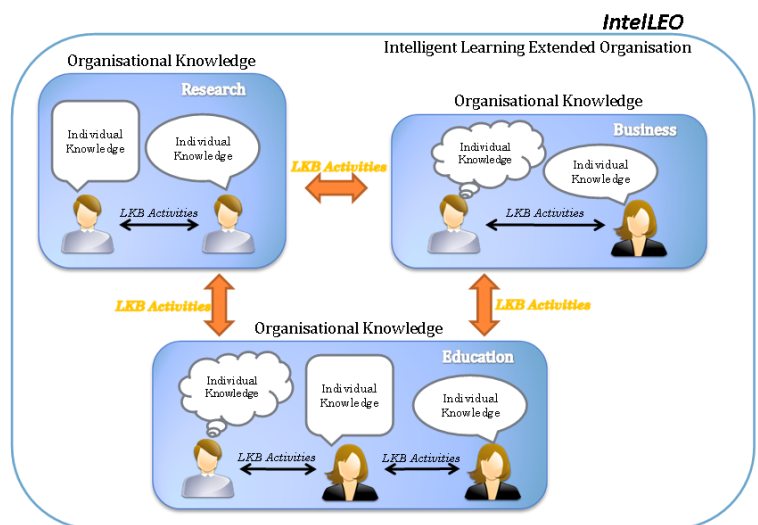
IntelLEO has the vision to support individual and collective learning and knowledge building activities with innovative technologies embedded in social-constructivist design principles. Contextual constraints are of special importance in an IntelLEO setting as we expand the collaborative activities beyond a single organisation. In the future we envision knowledge workers from hybrid organisational contexts to proactively establish learning communities.

For a better understanding of our vision, imagine the following scenario:

John, an employee in a large organisation, wants to prepare for his next design task. The required information for this task which he needs to learn is suggested by the IntelLEO services and is comprised in his portfolio. The relevant content within the organisation, which is stored and available via an electronic platform, as well as content within an associated research centre connected by a network, is provided to John. The services propose him the sequence and way to use these learning resources, taking into account his background, competences and expertise, as well as taking into account the organisation's policy. In addition, the services support him to get in contact with colleagues from the company and from the research centre and compose to a new learning team. Now he is enabled to work through the provided material (individually and teamed up) and starts to learn and discuss it with his team (face to face and electronically supported). In this process he

gains the required knowledge to effectively complete his next task. To make sure that others also can profit from the new gained knowledge, he annotates the available content. Since most of the knowledge building process amongst the colleagues and the research centre has been performed via electronic means, rich context relevant material is available for further re-use.

As this short scenario shows we envision advanced technologies to support connecting individual knowledge gain with organisational learning and expanding it by collaborative activities amongst colleagues and beyond. The envisioned generic technological support (management of social interactions, provision of appropriate human/learning resources for individuals and groups, scaffolding the learning process of individuals in accordance with organisation objectives and policy) that IntelLEO will provide, will be validated within three heterogeneous IntelLEO environments.



PROJECT OBJECTIVES

The project objectives in IntelLEO can be broadly divided into pedagogical, technological and wider socio-economic objectives.

Pedagogical framework

The main objective for the pedagogical work in IntelLEO is to design a framework for performing individual and collaborative learning and knowledge activities in harmonisation of individual and organisational goals in an IntelLEO context.

The pedagogical team will elaborate practical guidelines for an effective support of collaborative learning activities and the harmonisation of individual and organisational learning in specific IntelLEO contexts. These guidelines will also include recommendations for adaptation and introduction of IntelLEO services in a specific IntelLEO environment – targeting the audience of training providing practitioners in industry and lecturers at universities.

New insights into process optimisation for collaborative learning activities and the harmonisation of services is also of scientific value and will be further fostering the scientific discourse on workplace technology enhanced learning. Our work will draw on recent socio-constructivist and situated learning principles.

Learning and Knowledge building service provision in IntelLEO

From a technological point of view the main objective can be summarized as the development and adaptation of technologies that support learning and knowledge building activities in an IntelLEO context.

The technological framework that IntelLEO plans to provide will offer interrelated collaborative services and harmonisation services. The collaborative services will include support for the management of social interactions, provision of learning resources and provision of appropriate learning and knowledge building activities for individuals and groups, whereas the harmonisation services will support the learning path creation and the alignment of personal objectives with organisational goals and policies.

Socio-economic context

The wider socio-economic context is an important factor for the future success of the IntelLEO results. Thus, apart from the specific application cases we will also look into the broader socio-economic context. Influence factors will be identified for the specific cases as well as for the broader adoption of the IntelLEO approach.



CONSORTIUM

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<p>EÕL</p>	<p>Estonian Teachers Association (EÕL) Estonia, www.opetajeliit.ee</p>
	<p>Centre for Social Innovation (ZSI) Austria, www.zsi.at</p>
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PROJECT FACTS & FIGURES

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