

Best Practices Management in Shared learning Concept for Promoting Rights & Responsibilities, Care USA

PRR understands that shared learning (SL) is a process necessary for bringing about organizational and cultural change and is influenced about its benefits. They believe that a SL approach will recognize, celebrate and build on existing initiatives, resources, knowledge and best practices within their network. SL should be part of everyone's task, a part of the breathing system.



#3, CSM Complex, STPI,
Priyadarshini Market,
CRPF Square, Bhubaneswar,
Pin :751013, Orissa.

Business Challenge

PRR understands that shared learning (SL) is a process necessary for bringing about organizational and cultural change and is influenced about its benefits. They believe that a SL approach will recognize, celebrate and build on existing initiatives, resources, knowledge and best practices within their network. SL should be part of everyone's task, a part of the breathing system.

To initiate SL through Intranet technologies a "Shared Learning Scoping Exercise" was conducted and some of the findings are as below;

- Develop a strategy with the seven basics of SL (Strategy, Organizing for SL, Budget, incentives, community of practice, Technology, Measurement and Second generation issues)
- Start small
- Focus on 'contacts and connecting' rather than building up an encyclopedia
- Integrate with HR systems
- Encourage communities of practice
- Technology can support but not deliver
- Create an environment that encourages Learning, sharing and innovation.

Shared Learning opens up new possibilities for an organizational development and change management issue. It lends itself to convenient, highly flexible, user-tailored needs. It offers access to a vast and growing body of resources, viewpoints, and experiences. It promotes collaborative learning and encourages participants to be more responsible for their learning needs.

Solution

To ascertain the current level of expertise and knowledge on SL within Care a conventional survey/study needs to be conducted over the Internet. The survey will limit itself to collect data on the current level of practices.

Current level of usage of Internet Services

- Electronic Mail
- Fax
- File Transfer
- Remote Terminal Operations
- File Search and Text Mining (LAN & WAN)
- News
- Scheduling
- Diaries
- Data Storage and Retrieval
- Networking

Current Technology and Tools used

- Electronic Publishing Technology
- Data Warehousing technology
- Help Desk Technology
- Information Retrieval Tools
- Web Mapping Tools
- Broadcast Services and Tools
- Multimedia Tools
- Doc Management
- Internet GIS
- Groupware/Middleware

External Communication Requirement

Current External Communications

Information Requirements

Access to Information-base.

External Survey Requirements

Publications - Internal and External

Current Data and Documentation Methods

The end product of this exercise will lead to incorporating components like feature extraction, clustering, categorization and building information repository within an Intranet. The system determined after such analysis will be a confluence of three primary technologies, document management, search and collaboration (messaging, discussion groups, chats, audio & video conferencing).

But, learning synthesis is the process of putting either different kinds of information or people together to internalize existing contents or come up with new patterns or ideas. The impact of SL will be meaningful only if the contents ultimately transmit the information to the minds of the listeners. SL initiative must hub on the inter-relationship between content and context. So we intend to give more emphasis on evaluating

Methods for capturing knowledge from internal experts, interactions and external experts & possibilities of identifying best practice community network and cataloging of social issues. This will ensure that the Intranet middleware is intelligent in terms of being able to identify and cater to specific user needs rather than some generic requirements. It will enable progressively learning through multiple interactions and therefore progressively build in intelligence. It will provide a user interface that requires minimal manual intervention and outputs that is context sensitive.

Results

Since effective Web-based survey requires an interactive online design for engaging the participant to react at their convenience. Traditional face-to-face techniques for data collection method are not only time consuming but also needs adequate mobilization of resources. This gives scope to priority for framing questionnaire and designing the e-survey application rather than conducting the survey. The envisaged survey results will try to tackle the following possibilities;

- Cataloguing of Context Objects
- Distinguish the communities of practice
- Identifying the Content and Context Expertise
- Defining Process, Roles and Responsibilities within the SL network.
- Content Population and Organization

This first step towards defining SL requirements will lead to explore the opportunity of new techniques such as learner customization, knowledge-paced learning, nonlinear "constructivist" learning and virtual environments across the organization.



At CSM, we understand the critical nature of keeping the customer's organization up and running from an IT perspective. We understand the technical issues within complex systems and work to put together the best solution to support end users' needs, both today and in the future.

Cybertech Software and Multimedia (P) Ltd.,
#3, CSM Complex, Software Technology Parks of India(STPI),
Priyadarshini Market, CRPF Square, Bhubaneswar,
Dist: Khurda, Pin : 751013, Orissa.
Phone No. +91674-2561462
Email. Sales@csmpl.com