Knowledge Management for Executives Learning: MODEL Project

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Introduction

One of the most challenging issues in the context of knowledge management is the establishment of dynamic mechanisms that manipulate learning content. The traditional approach since today was limited in static approaches without consideration for the dynamic nature of learning. MODEL integrated framework supports the MODEL tool set, an integrated learning environment especially designed for the specific features of executives learning. The MODEL tool-set is going to combine a multidisciplinary contribution in order to fulfill the generic requirement for the establishment of effective learning mechanisms that maximize the potential usability of learning assets. From this point of view the technological capabilities that will be available to the users have to incorporate facilities that substantially create the web of services needed for the realization of the knowledge wealth.

MODEL architecture uses four general theoretical concepts:
❑ The concept of knowledge product
❑ The concept of learning processes
❑ The learning templates
❑ The concept of interactive case studies.

The knowledge or educational product consists of six components with specific value for every knowledge worker or trainee: Needs, Knowledge, Motivational Elements, Team Synergy, Problem Solving, Packaging are features that realize the knowledge product. Their combination with the employment of the information and communication technologies provides the necessary workspace for the MODEL toolset. From this perspective the MODEL tool set manipulates in general knowledge products with capabilities to satisfy needs by providing knowledge in a way that enhances the team synergy between teammates in order to solve work-oriented problems. The Learning Processes are well-defined procedures that set the educational scene for the knowledge worker or the trainee in order to understand consciously the value dimension of any specific knowledge product. The learning processes can be presented on a learning cycle, on which the separate and following activities summarize graphically the continuity of the learning effort. The obvious conclusion from this definition is that the role of the information technology for the establishment of learning environments is very critical. Having in mind the diversity of the different learning styles the MODEL tool set must capitalize its effectiveness from its ability to provide a customized way of setting the educational scene for every trainee. In other words the MODEL tool set provides educational scenes that combine different learning processes according to the type of the knowledge product. The Learning Templates are the design tool sets that are used in order to formulate the Knowledge Management Procedure. The interactive case studies finally, are used in order to integrate the previous mentioned concept on a functional level. So MODEL tool set is an advanced knowledge management mechanism which manipulates specific types of knowledge products, namely interactive case studies. MODEL is a project which is funded from the European Commission under the IST Program initiative.