



Enhancing Learning through *Learning Communities*



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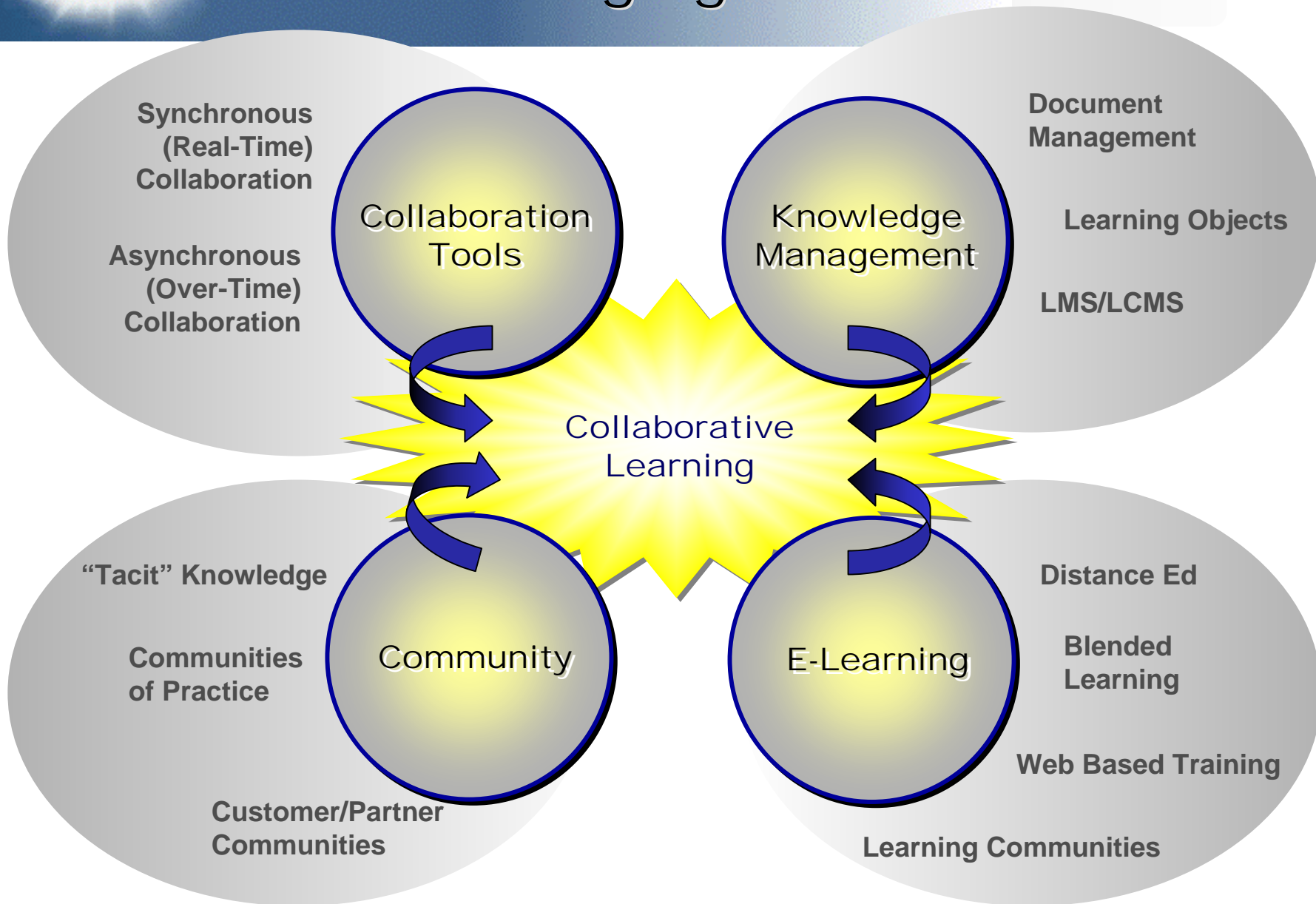




Company

- ▶ Established in 1988
- ▶ “iCohere” platform introduced in 2001
- ▶ Founders
 - ✓ Former Manager of Hewlett-Packard’s internal corporate strategy/OD consulting group
 - ✓ Former Dean at John F. Kennedy University
- ▶ Works with organizations including
 - ✓ SBC Communications
 - ✓ Pacific Bell
 - ✓ Hewlett-Packard
 - ✓ Bank of America
 - ✓ State of California
 - ✓ US Army VA Hospitals

Converging Trends



Approach

Relationship Oriented

Task Oriented

Affinity Networks

- ▶ Professional Networking Organizations
- ▶ Membership Associations
- ▶ Employee Networks (e.g., diversity)

Learning Communities

- ▶ Distance Education
- ▶ Blended Learning
- ▶ Online Conferences

Communities of Practice

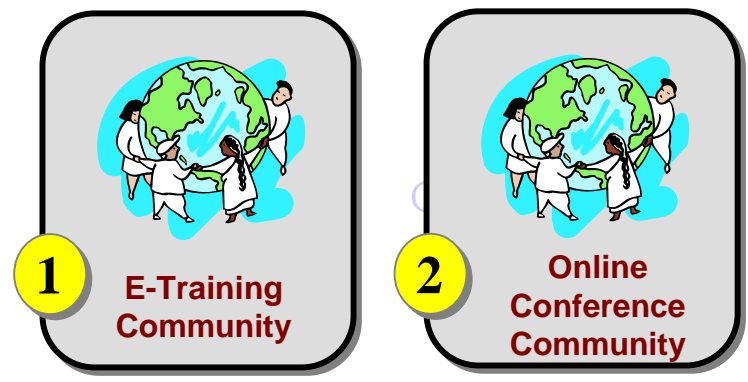
- ▶ Distributed business functions (R&D, sales, training, etc.)
- ▶ Cross-organization practices (product development, etc.)
- ▶ Groups of business partners, vendors or customers

Project Teams

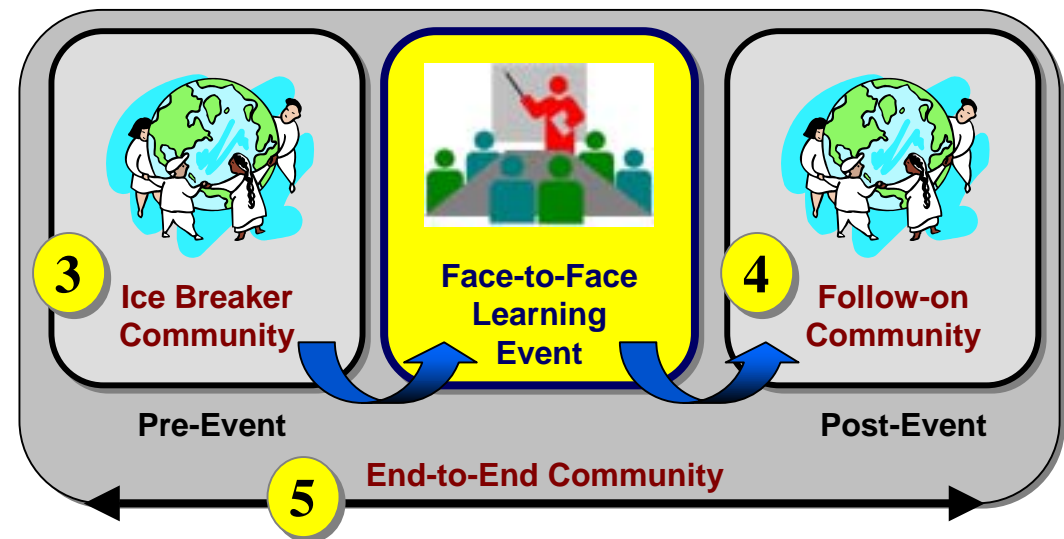
- ▶ Task Forces
- ▶ Committees
- ▶ Cross-organizational programs

Types of Learning Communities

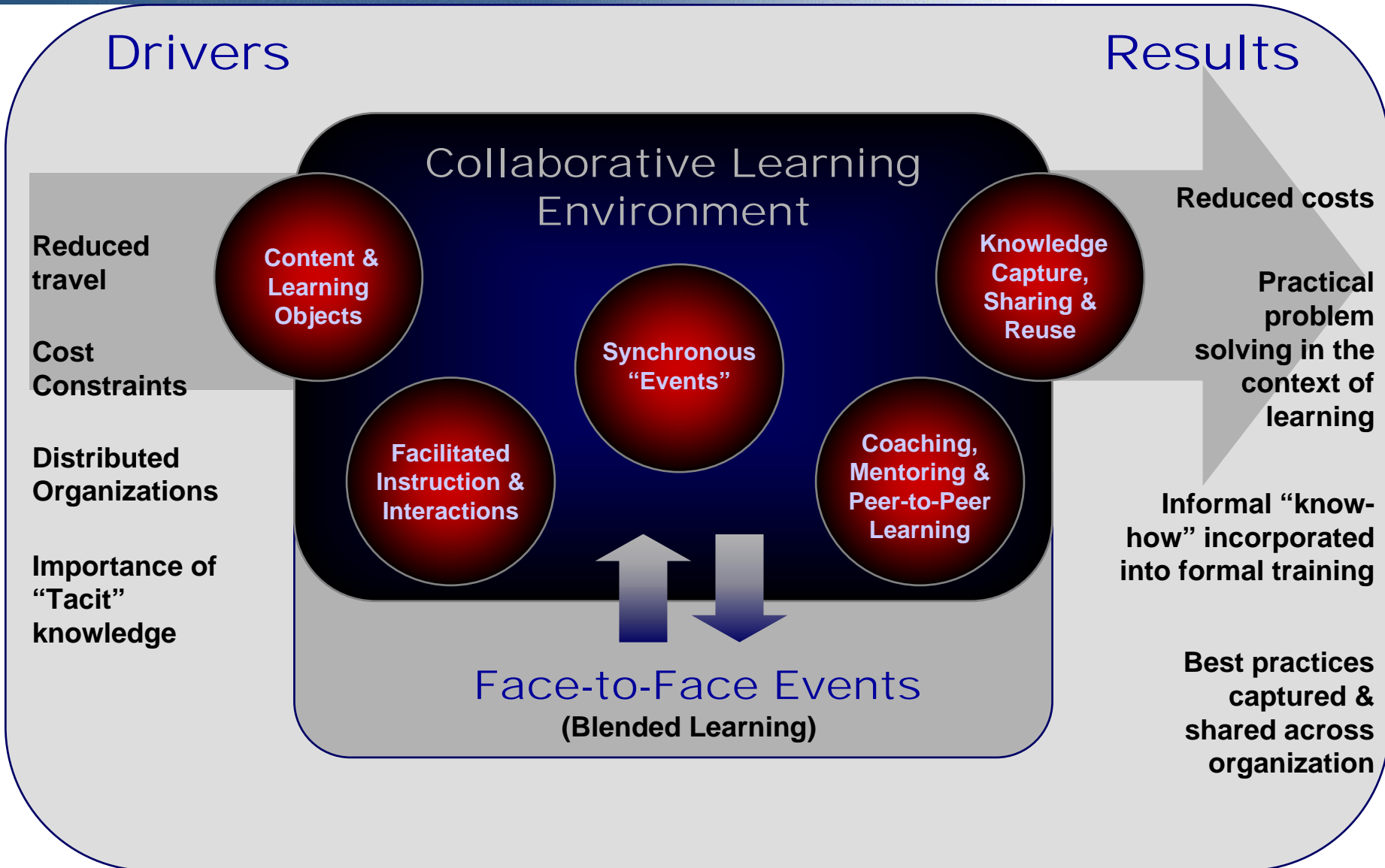
E-Learning Communities



Blended Learning Communities



Collaborative Learning Model



CTP 2002 - Microsoft Internet Explorer


Doug's Video Interview

Show Include Hidden

CTP 2002
Welcome Soren
My Page

- Announcements
- Messages
- Conference Hall
- Calendar
- Resource Library
- Supporting Tools
- Web Links
- Attendee Directory
- Preferences
- Welcome to CTP

2 Soren Kaplan


 **???** **I have a question...**

Hi Doug,

I have a follow-up question from our interview from a Lucent perspective.


Do you think collaborative technologies that blended solutions will ultimately prevail on the application (e.g., basic information) overall trend. Thoughts?

3 Lisa Kimball

 I really enjoyed watching your video interview experience.

I share your idea about the value of blended interactive end of the spectrum of media. peer interaction is critical? (Many e-learning projects)

4 Claude Whitmyer

 **Here's a resource...**

I was struck by how much overlap there was between the words and processes that Doug described in his interview and the conversations we have with our clients about these same issues.

Just for kicks, folks may want to compare FutureU's "Technology-Enriched Training Cycle" with Doug's "E-Learning" guide. The similarities and differences may help coalesce your ideas about an e-learning implementation project.

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 **Bedinger Powerpoint Pres** 

Lucent Technologies
Bell Labs Innovations

eLearning Process Guide

Doug Bedinger
Manager, Lucent Learning Organization

JANUARY 2002

"Helping individuals and organizations become more effective, more efficient and more future-ready people."