

Professional Learning

19th & 20th of December 2005

INTRODUCTION

Overview of the Symposium

**High level
European Experts' Symposium
on Future
and Emerging Issues
in Technology Enhanced
Professional Learning
(TEPL)**



ΥΠΟΥΡΓΕΙΟ ΑΠΑΣΧΟΛΗΣΗΣ
ΚΑΙ ΚΟΙΝΩΝΙΚΗΣ ΠΡΟΣΤΑΣΙΑΣ
ΓΕΝΙΚΗ ΓΡΑΜΜΑΤΕΙΑ ΔΙΑΧΕΙΡΙΣΗΣ
ΚΟΙΝΩΤΙΚΩΝ ΚΑΙ ΑΛΛΩΝ ΠΟΡΩΝ



Το συνέδριο εντάσσεται στο Επιχειρησιακό Πρόγραμμα «Τεχνική Βοήθεια» του Κοινωνικού Πλαισίου Στήριξης 2000-2006 και συγχρηματοδοτείται κατά 75% από το Ευρωπαϊκό Κοινωνικό Ταμείο (ΕΚΤ) και κατά 25% από το Ελληνικό Δημόσιο



ΕΥΡΩΠΑΪΚΗ ΕΝΩΣΗ
ΕΥΡΩΠΑΪΚΟ ΚΟΙΝΩΝΙΚΟ
ΤΑΜΕΙΟ

European Experts' Symposium on Future and Emerging Issues in Technology Enhanced Professional Learning

OVERVIEW

A number of initiatives have emerged during the past 4-5 years that aim at understanding the evolution of education and training systems as well as their future in a world where mega-trends such as globalization, demographic changes and ICT are accelerating the pace of change. The symposium focused on specific issues of Professional Learning: learning at work, learning organizations, knowledge work and professional development. The symposium identified, recorded, discussed and analyzed the emerging issues of technology enhanced professional learning.

The objectives of the symposium were to identify, record, discuss and analyze the emerging issues of technology enhanced professional learning and to pave the way for common future actions. Although there have been several forums and initiatives addressing the area of eLearning, this was the first symposium focusing on the future of technology enhanced professional learning.

According to the Strategic Choice Theory everyone tries to formulate their desired future; as a result of this no one will achieve their desired futures, and the reality will focus on negotiation and the ongoing interplay that form the organizations. In this process, the emphasis is on establishing a dialogue between participants from the business, science, and government sectors, as their interactions are an important factor that can influence how results of a particular foresight event are taken up by various communities of stakeholders.

The symposium was a two-day-event and included approximately 60 distinguished experts representing various sectors of the European Education and Training Community including university representatives, researchers, large industries, and political bodies.

The symposium participants were engaged in highly interactive, structured sessions that have been formed around the six main themes of the symposium. During the event the participants were divided in small groups and each group discussed the six themes after a short introduction of each theme by an expert. The working method employed in the symposium is known as "learning discussion forum" or "Learning Café", and has been successfully been implemented in a number of events involving European experts. This group dynamics technique was initially developed by Juanita Brown and David Isaacs (MIT). The knowledge creating process, conceived by Nonaka and Takeuchi, was later adapted and added to the methodology by Leenamajja Ojala.

European Experts' Symposium on Future and Emerging Issues in Technology Enhanced Professional Learning

The six main sessions of the symposium:

- ❖ **Industry challenges in Professional Learning:** Time-to-proficiency, Competency and Human Capital Management. How to promote Learning Culture, Knowledge Sharing and Innovation? The theme was introduced by *Richard Straub (IBM, eLIG)*
- ❖ **Trends that are shaping the E&T in Europe:** economical, socio-cultural and political. The theme was introduced by *Claudio Dondi (Scienter)*
- ❖ **Learners perspective:** Continuous Professional Development, employability, flexibility and survivability of European citizens; New paradigms of learning. The theme was introduced by *Mervyn Jones (Imperial College, IACEE)*
- ❖ **Technology trends and their impact on learning, training, processes and organizations.** The theme was introduced by *Wayne Hodgins (Autodesk, IEEE)*
- ❖ **New forms of organization:** partnerships, changing workplace organizations, networked organizations, value-networks. The theme was introduced by *Wayne Hodgins (Autodesk, IEEE)*
- ❖ **Prolearn perspective:** Future directions of Technology Enhanced Professional Learning - Learning Manifesto. The theme was introduced by *Erik Duval (Ariadne) and Vana Kamtsiou (NCSR Demokritos)*

The table facilitators were: Ambjörn Naeve – KTH, Lampros Stergioulas – Brunel, Barbara Kieslinger - ZSI, Katherine Maillet - INT, Dimitra Pappa – NCSR, Yannis Manolios – NCSR.

Session Structure

- ❖ **Introduction** by an expert: a short approximately 20 minute presentation of key concepts and questions.
- ❖ **Interaction:** structured, facilitated discussion in small groups. Participants were seated around tables 6 – 9 persons per table. The tables were covered with large sheets of paper for participants to draw or write their ideas. The discussion was divided into 2 – 3 intervals. After each discussion the participants change to another table.
- ❖ **Reporting** of the group discussions. After one or two sessions there was a reporting session. The table facilitators then briefly presented the core findings of the discussions in their table.

The unique composition of the symposium together, with its pioneering methodology of synergy and interaction, provided and documented new ideas and concerns, which were crystallized in a series of observations, important for future planning in this field as well for the economic strategy in industry and education.