

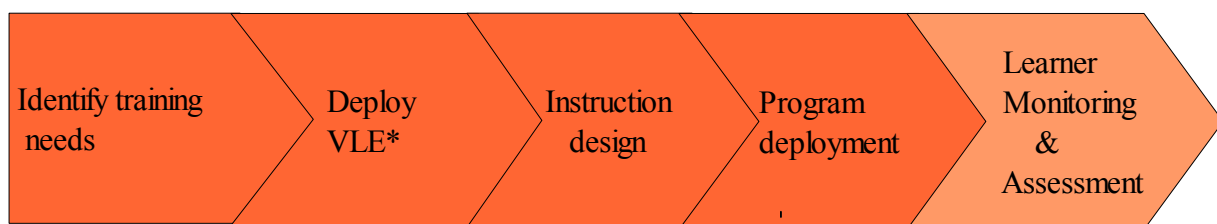


Proposal: Designing a Virtual Learning Environment* for an Organization

Objectives:

- To design an Internet based virtual learning environment* in order to:
 - Catalyze high quality and low cost training for personnel.
 - Reduce training overheads.
 - Integrate different learning sources in order to create a rich learning environment.
 - Update personnel continuously regarding new development in their professional fields.
 - Enable access to learning from the desk of the learner.
 - Catalyze collaborative exploration and learning synergy across geographical locations.

Process:



Learning Tools to be integrated into the VLE*:

- Presentations.
- Group work.
- On-line Question and answer sessions with the trainer.
- Video-clips.
- Knowledge extension through wiki.
- Regular updation through feeds.
- Worksheets.
- Assignments
- Interactive learning.
- Testing and certification.

Learning process to be utilized for designing each training program in the VLE*:

- Knowledge
- Comprehension
- Application



- Analysis
- Synthesis
- Evaluation

Advantages of Training programs deployed in VLE vis-a-vis class-room learning:

- Knowledge integration from different Internet sources.
- Low overheads enable longer duration programs for developing all the required competencies.
- Accurate assessment of competency development.
- Accurate assessment of ROI in terms of competencies developed and projects deployed per dollar/Re.
- Self-paced learning.
- Low training cost.
- Cutting edge knowledge updation.
- No wastage of resources.

Utility of a VLE for an organization:

- Training geographically dispersed personnel at low cost.
- High quality and standardized training.
- Establishment of learning standards.
- Group learning among geographically dispersed personnel.
- Scientific deployment of the learning process in order to ensure learning.
- Quality control of the training program.
- Up-to-date knowledge disbursement and competency development.
- Assessment of competency level achieved by learners.
- Certification of personnel as per competency level achieved.
- Systematic and continuous updation of developments in the professional field of each learner.

Examples of VLEs deployed:

- www.emanagementschool.com
- www.ehogwartz.com

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