

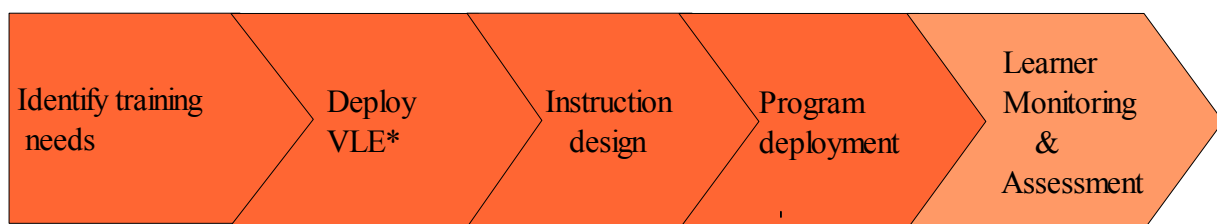


## **Proposal: Designing a Virtual Learning Environment\* for an Organization**

### **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](http://www.emanagementschool.com)
- [www.ehogwartz.com](http://www.ehogwartz.com)

**For additional details or clarifications,contact:**

Sanjiv Narang  
Director:Innovation Systems Consulting,  
1270(GF),Block C2,Palam Vihar,Gurgaon-122017.  
Ph.:91-124-4203725,91-9810354339,91-9810858177.  
[www.innovativetraining4u.com](http://www.innovativetraining4u.com)  
[sanjiv@innovativetraining4u.com](mailto:sanjiv@innovativetraining4u.com)