

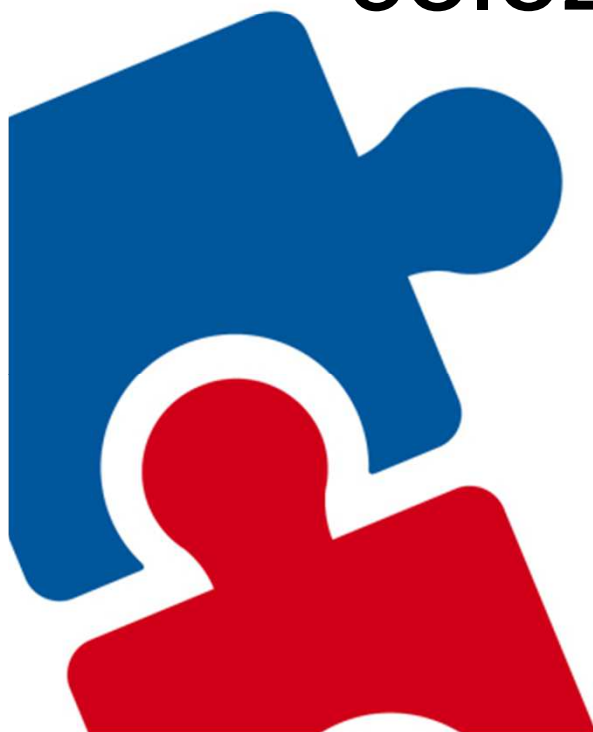


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E-learning v podnikovém celoživotním vzdělávání

Jakub Štogr

Konference EFI
NTK, 13.12.2013

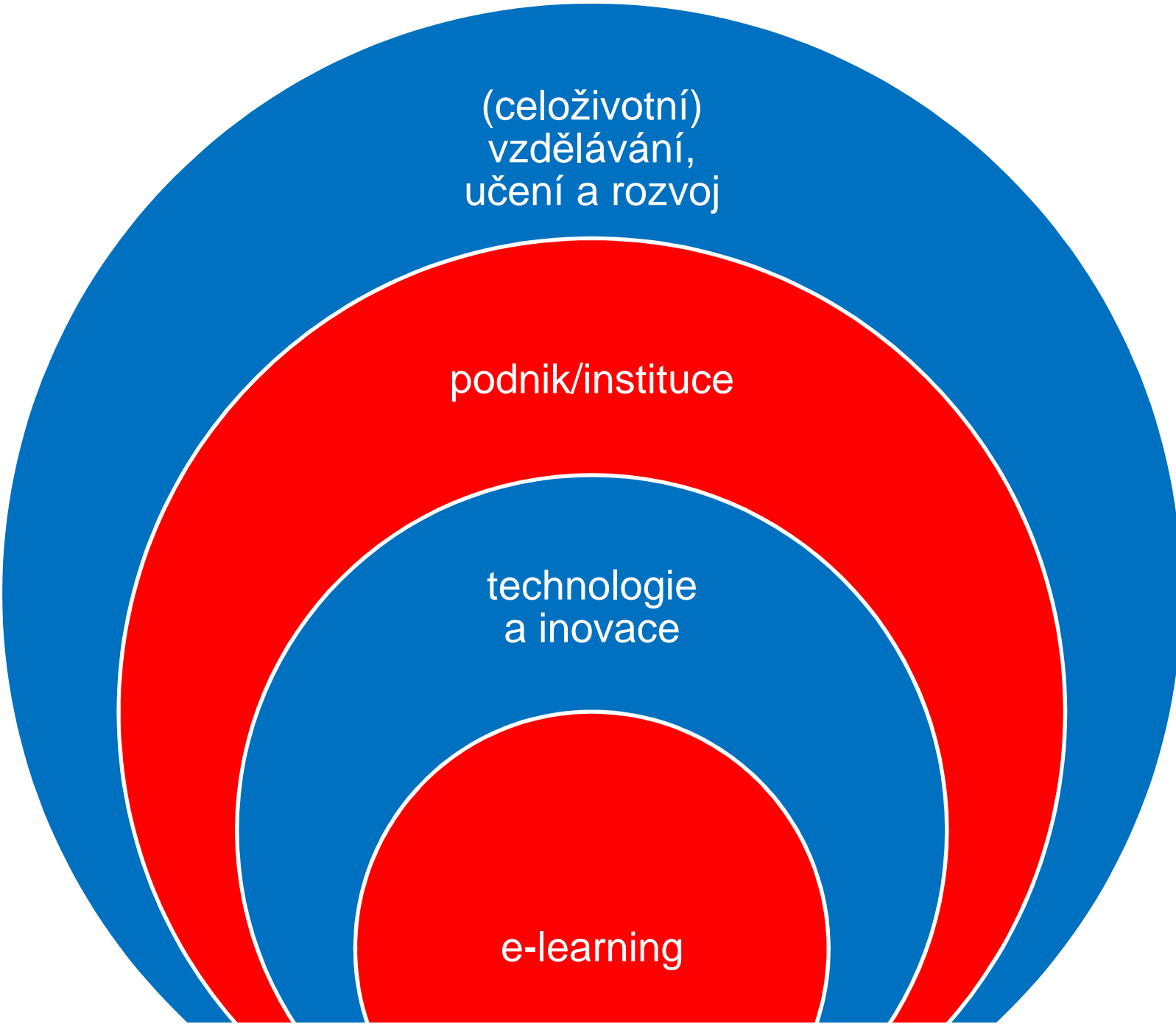


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A diagram consisting of four concentric semi-circles, all starting from a common vertical line on the left and extending to the right. The semi-circles are colored in an alternating pattern: blue (outermost), red, blue, and red (innermost). Each semi-circle contains text in its center. The text is white for the blue semi-circles and red for the red semi-circles. The layers represent a hierarchy of concepts in education and technology.

(celoživotní)
vzdělávání,
učení a rozvoj

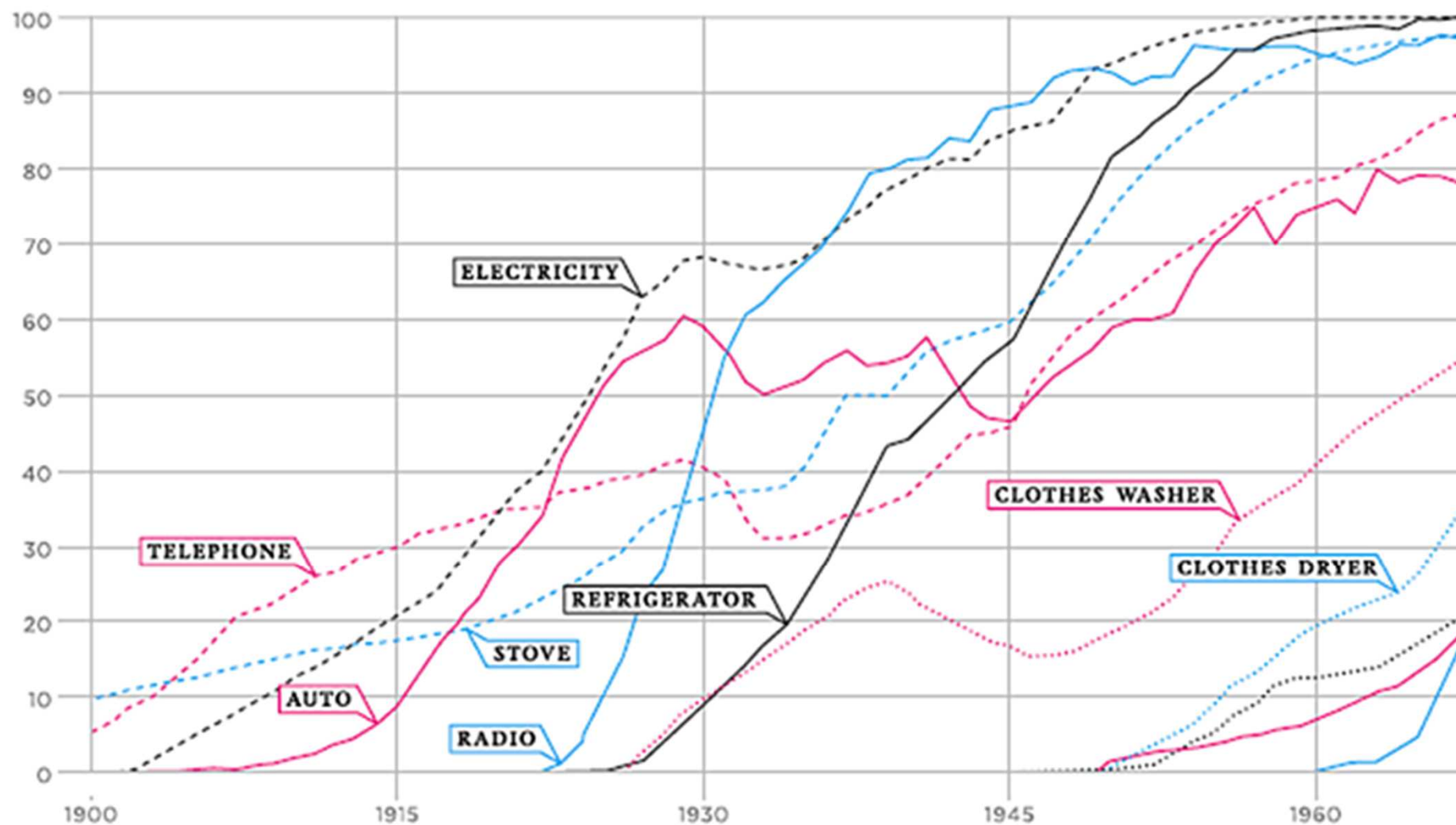
podnik/institute

technologie
a inovace

e-learning

PERCENT OF
U.S. HOUSEHOLDS

CONSUMPTION SPREADS FAST



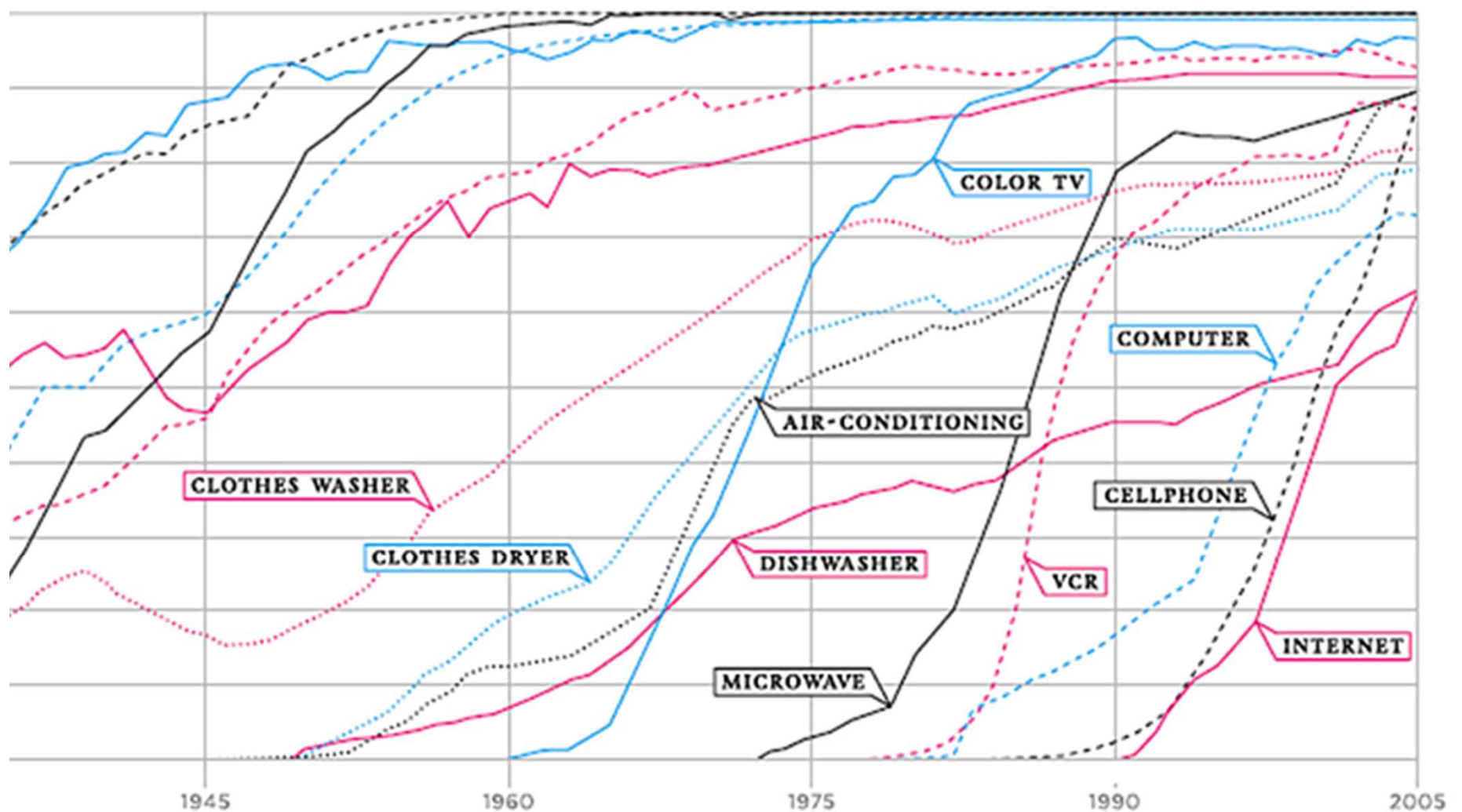
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TION SPREADS FASTER TODAY



Nicholas Felton



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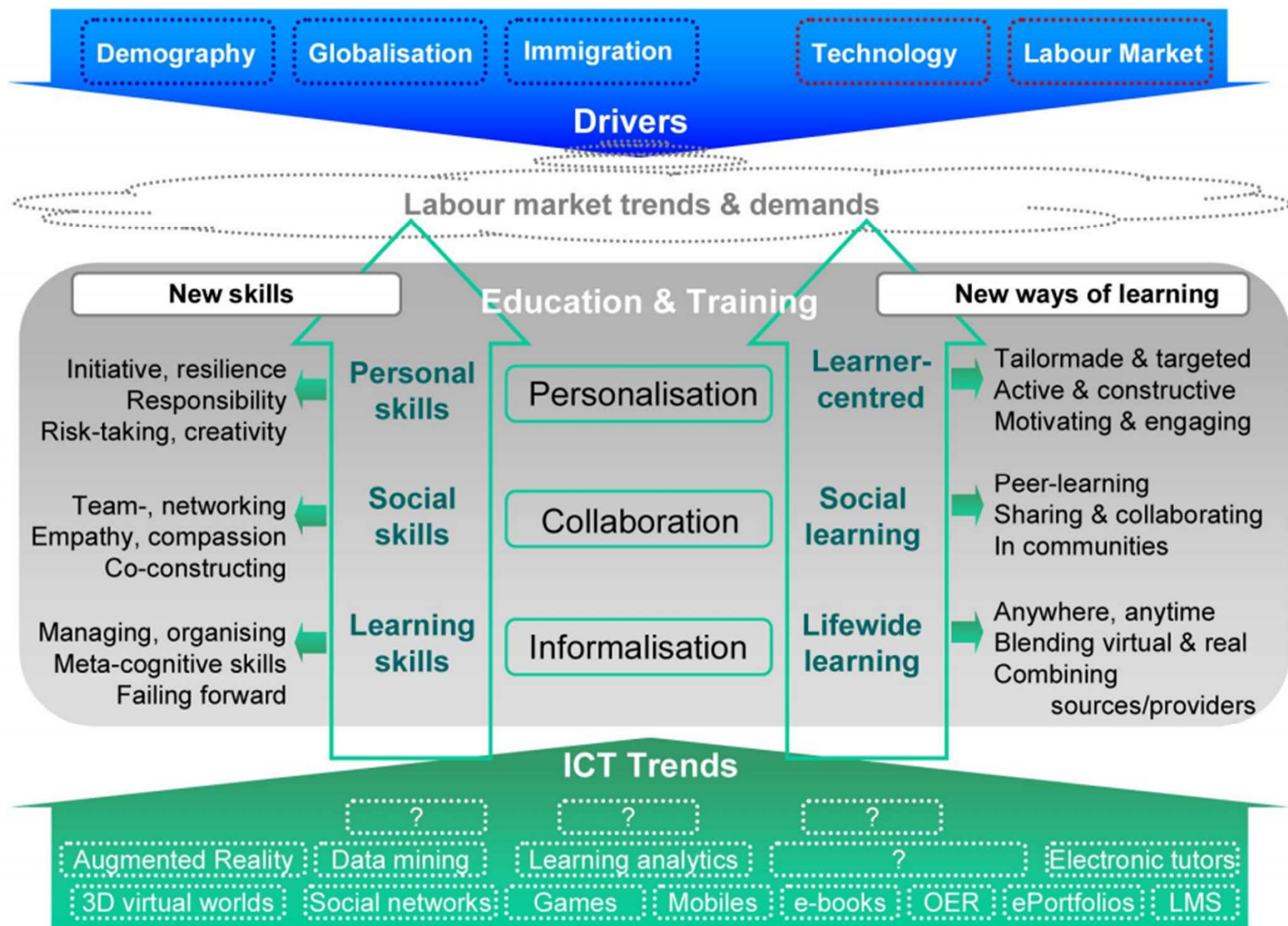


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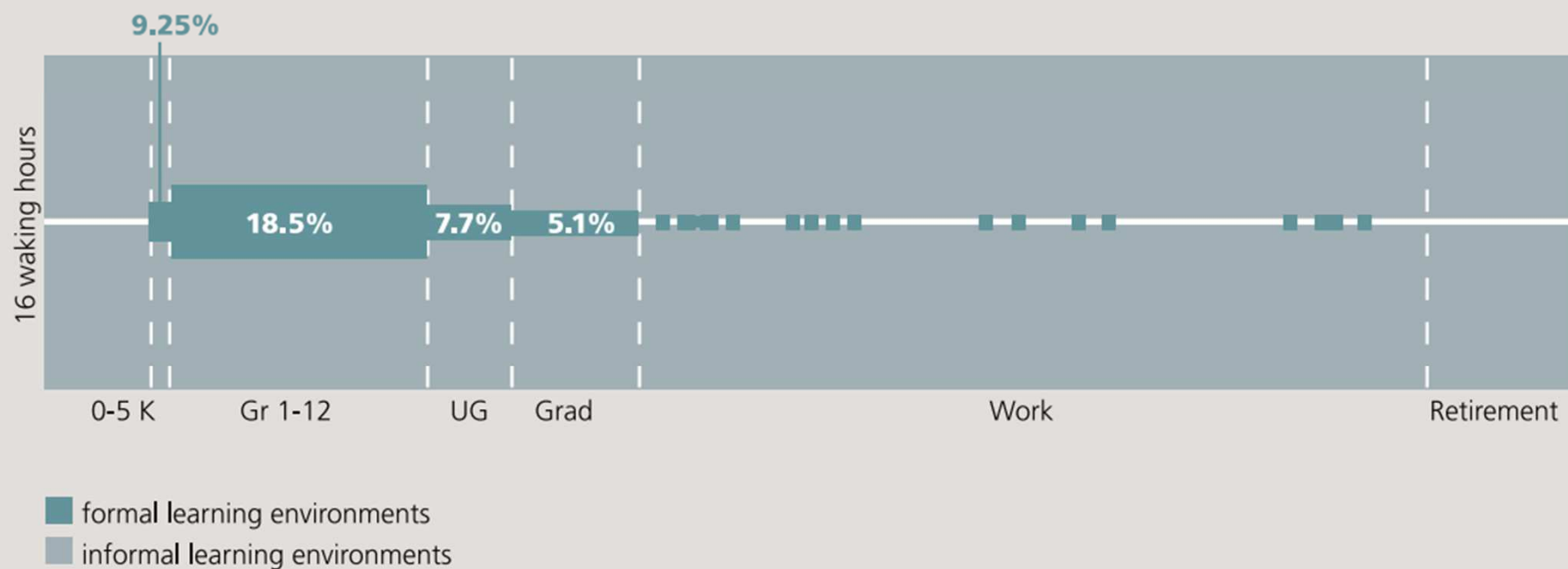


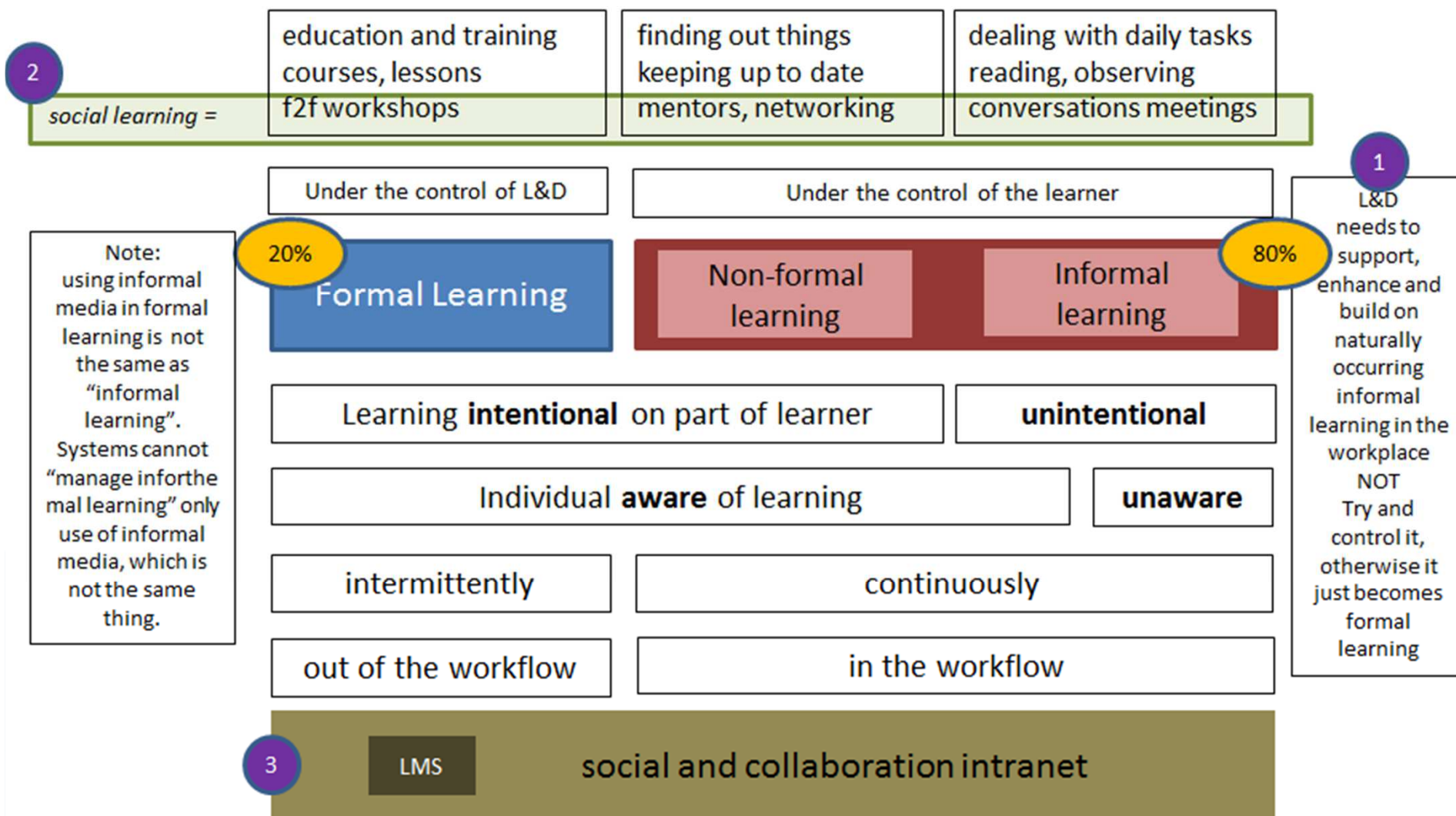
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Life-long and Life-wide Learning





C4LPT, 2011



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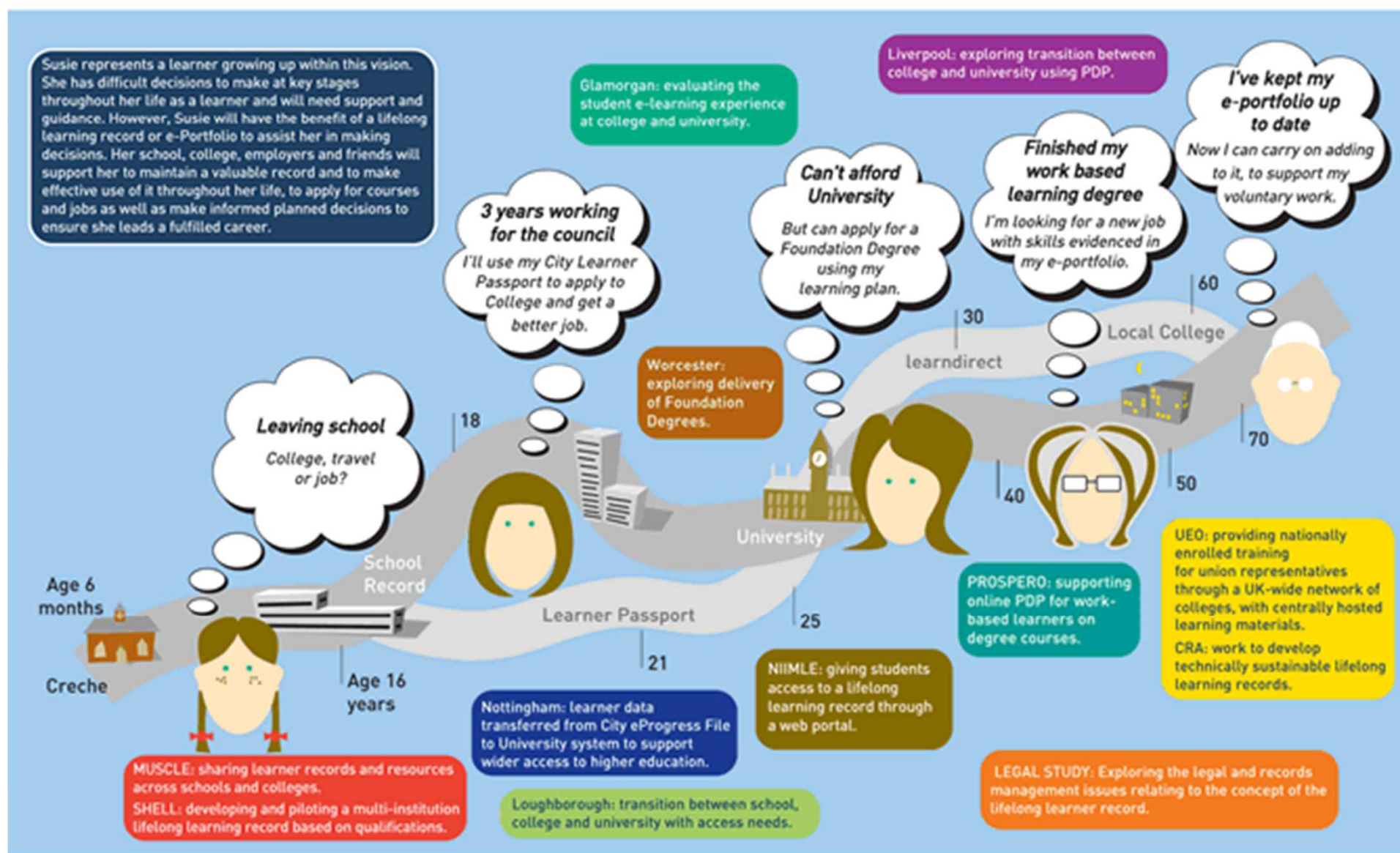
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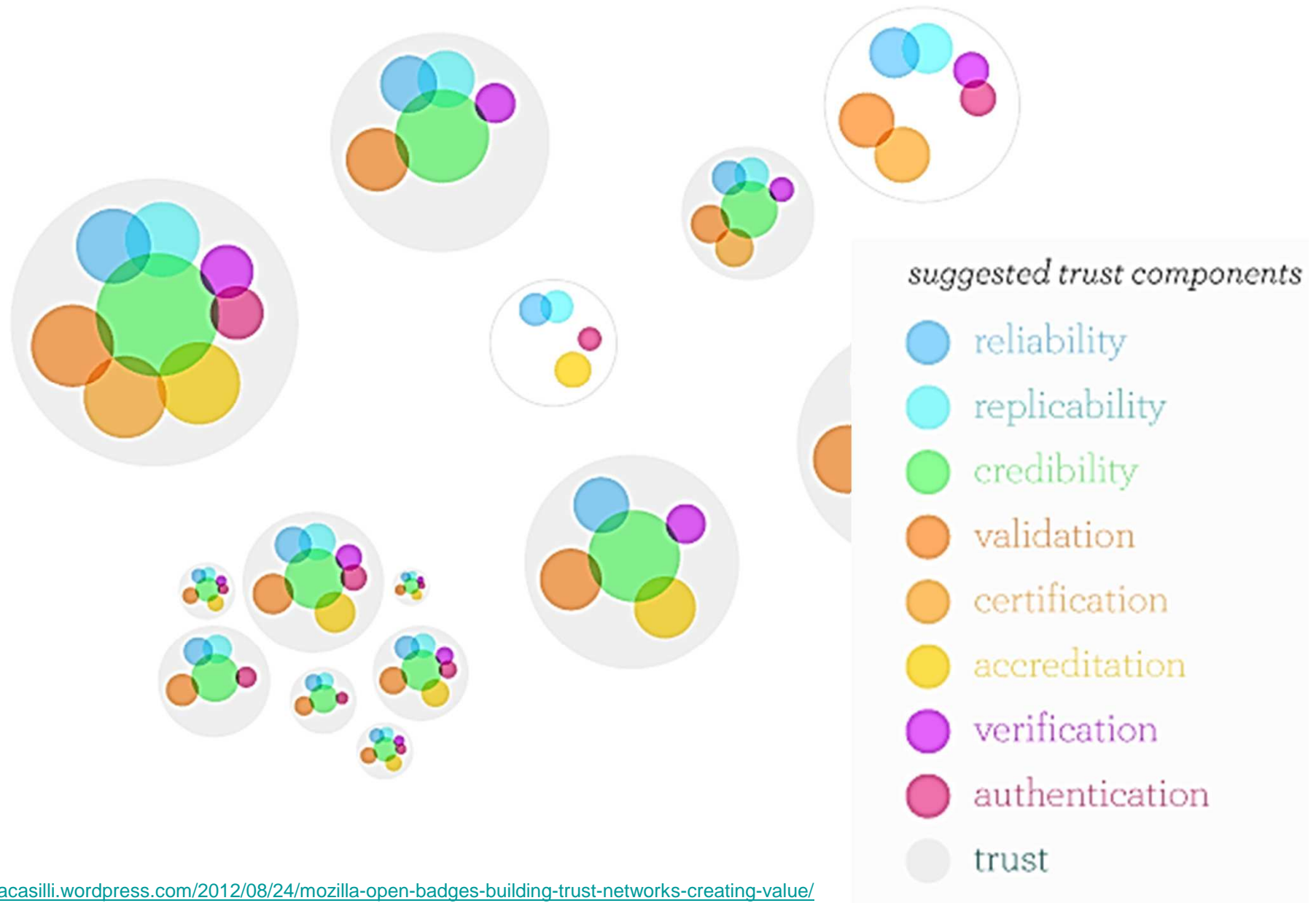
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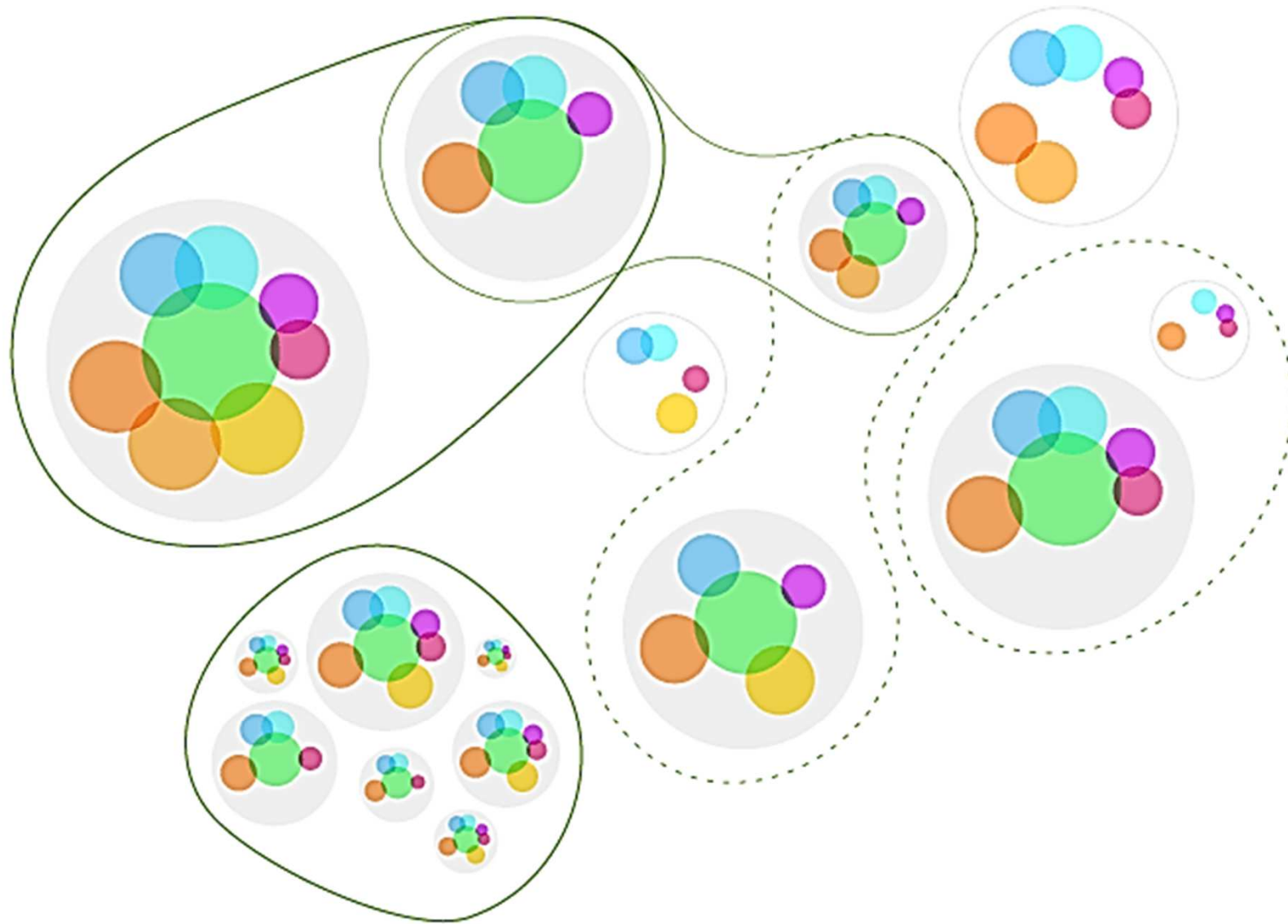
Susie's journey



Different permutations of trust (validation, verification, accreditation, etc.)



The evolution of Open Badges trust networks





Open Badges help you share your skills & interests with the world:

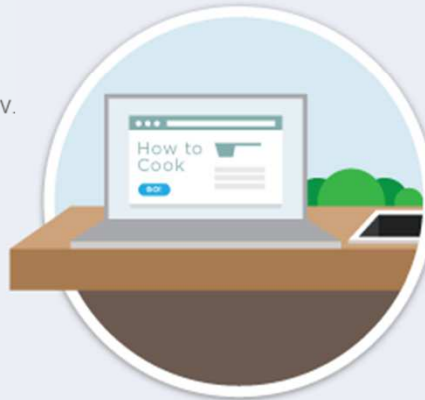


veriod

Motivuj, potvrzuj! Cokoliv, kdekoliv, kdykoliv.



JOB TRAINING

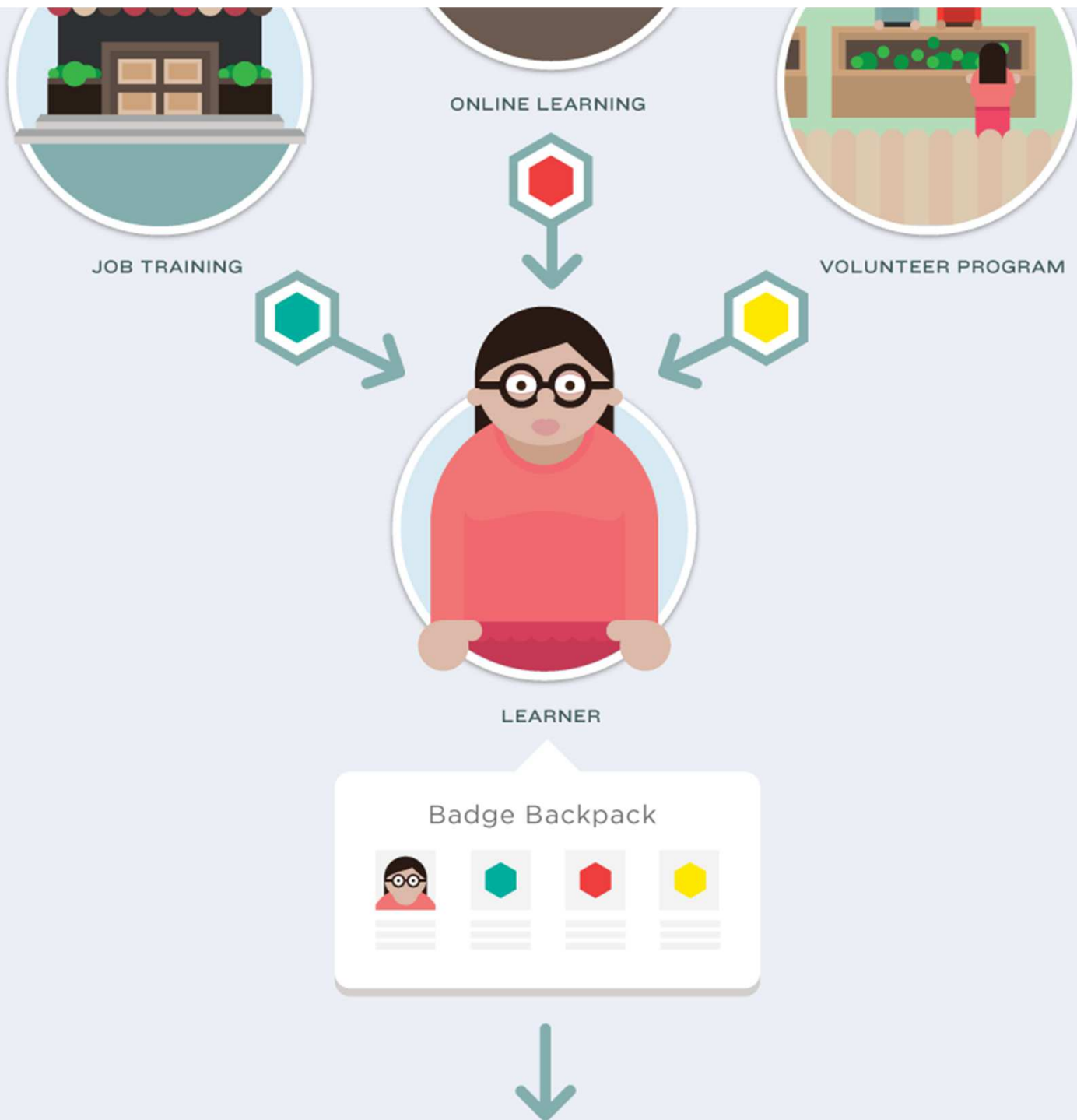


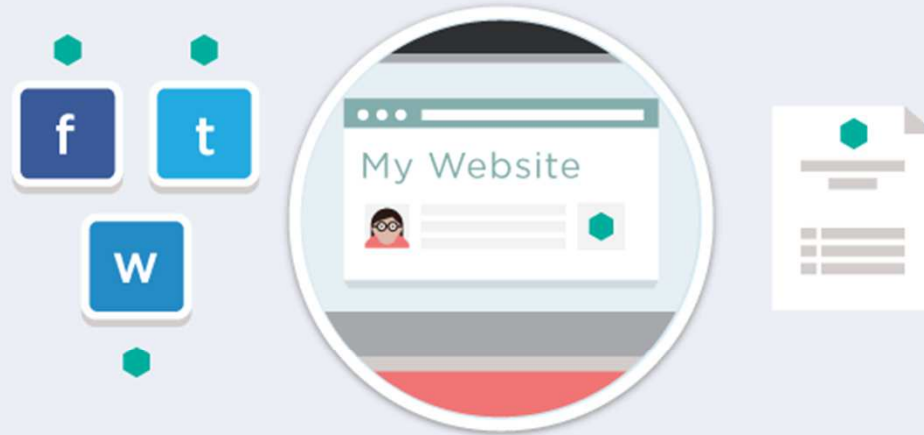
ONLINE LEARNING



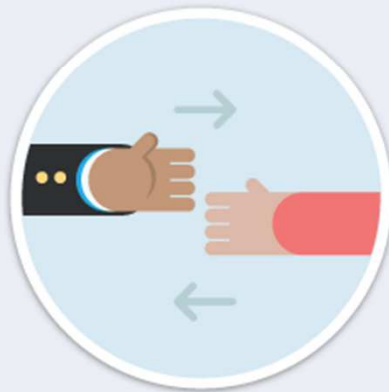
VOLUNTEER PROGRAM



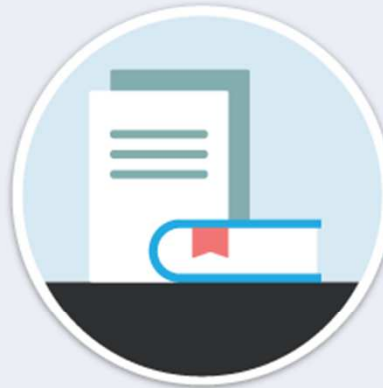




PERSONAL NETWORKS, SITES & MORE



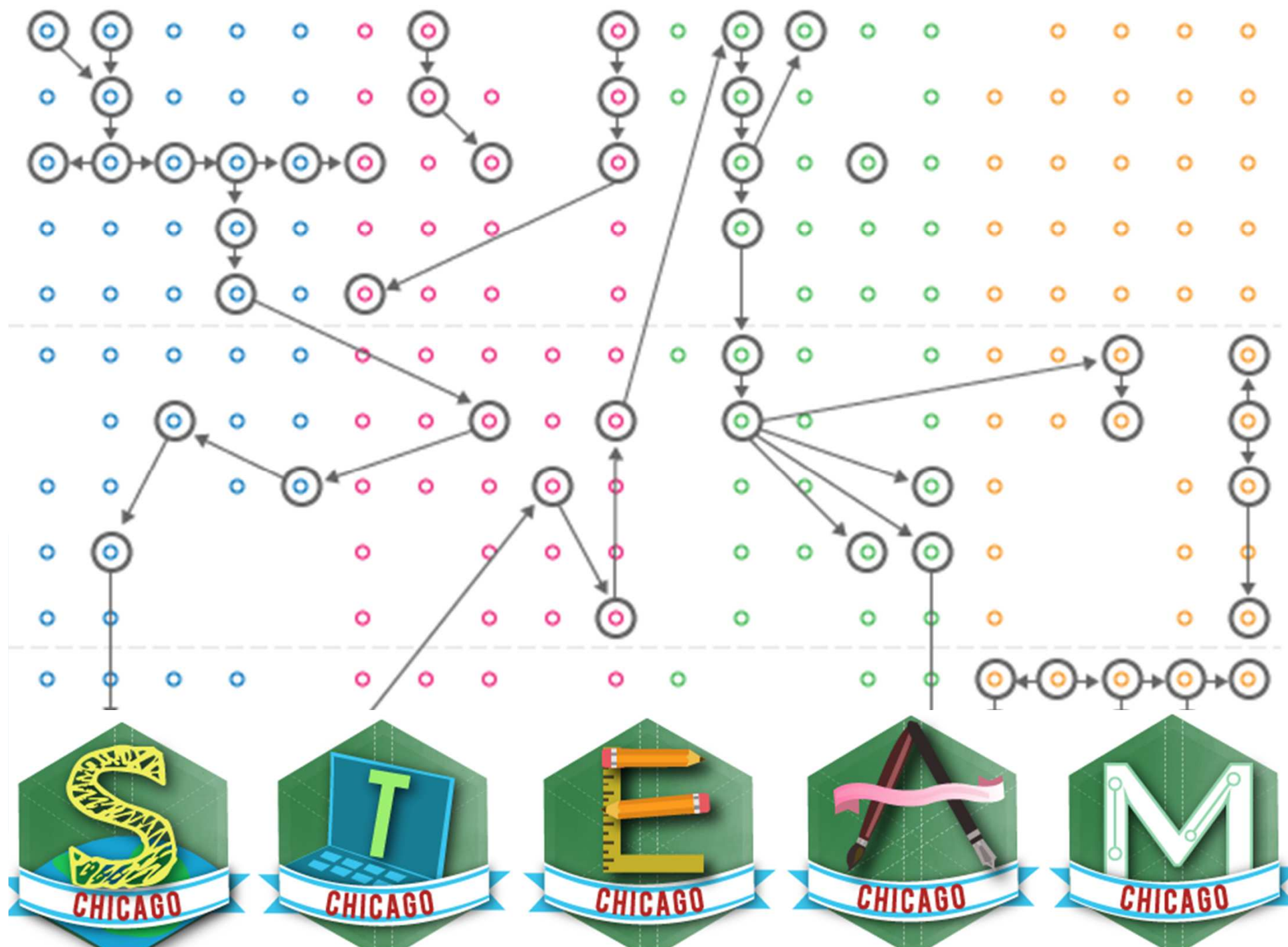
JOB OPPORTUNITIES



LIFELONG LEARNING

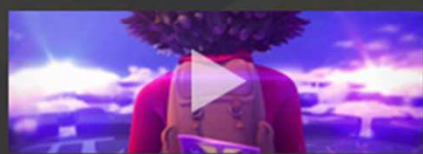


UNLOCK NEW POSSIBILITIES





Earn Skills. Become a Maker.



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[Explore](#)

[Join](#)

[Skills](#)

[Info for Parents](#)

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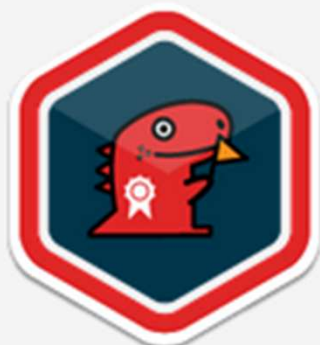
[f Like](#)

5.8k

Made in California, loved everywhere.



MozFest Reveler



Remove this
Badge

Issuer Details

Name —	Open Badges
URL —	http://openbadges.org
Organization —	Mozilla Festival 2013

Badge Details

Name —	MozFest Reveler
Description —	The MozFest 2013 Reveler Badge is special edition badge acknowledging a personal commitment to forging the future of the web during MozFest: working with peers to imagine and build an open future of learning, making, journalism, data, science, privacy, and mobile.
Criteria —	http://badger.openbadges.org/badge/criteria/mozfest-reveler
Issued —	Sat Oct 26 2013 10:55:48 GMT+0200 (Střední Evropa (letní čas))

[autor]



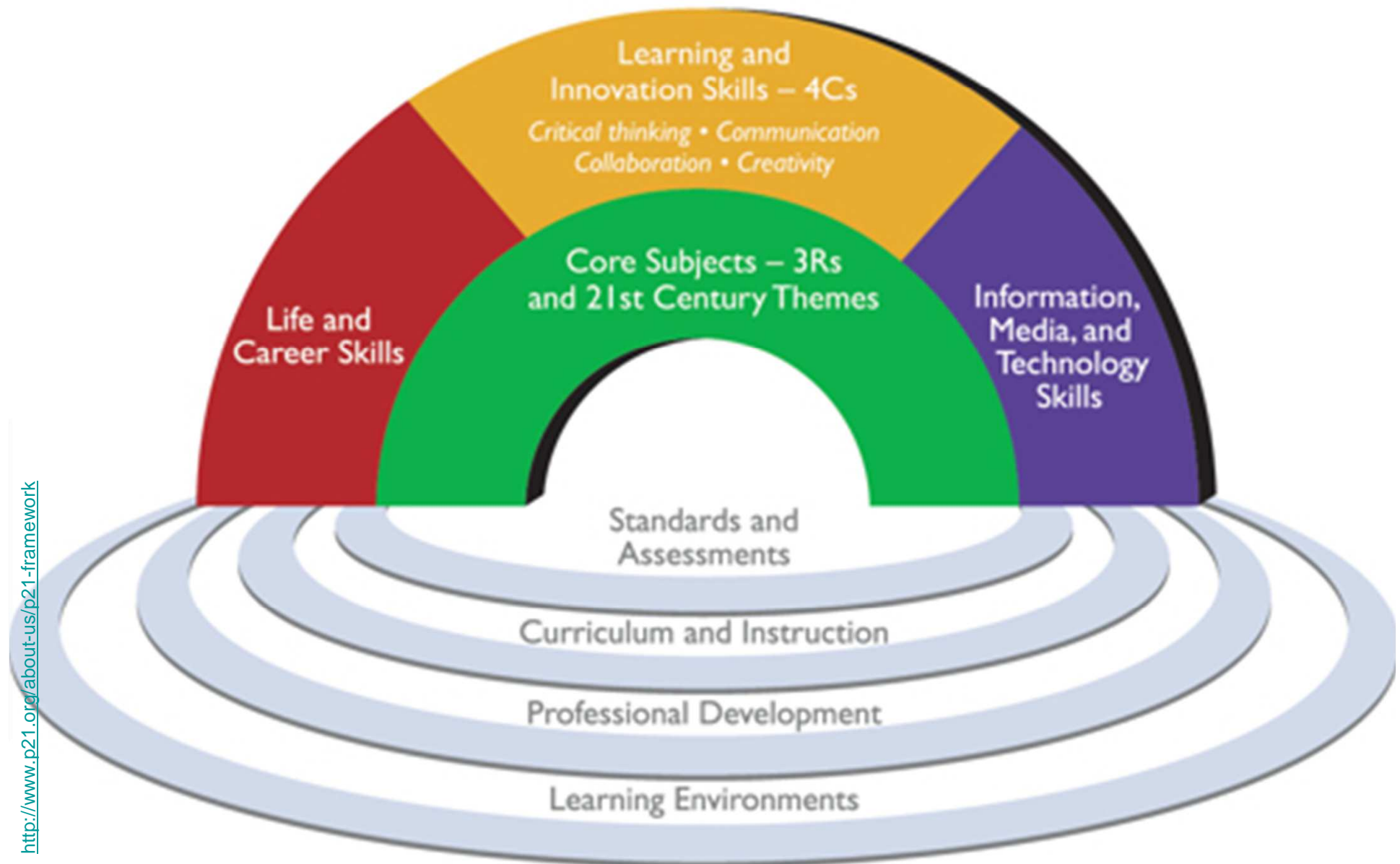
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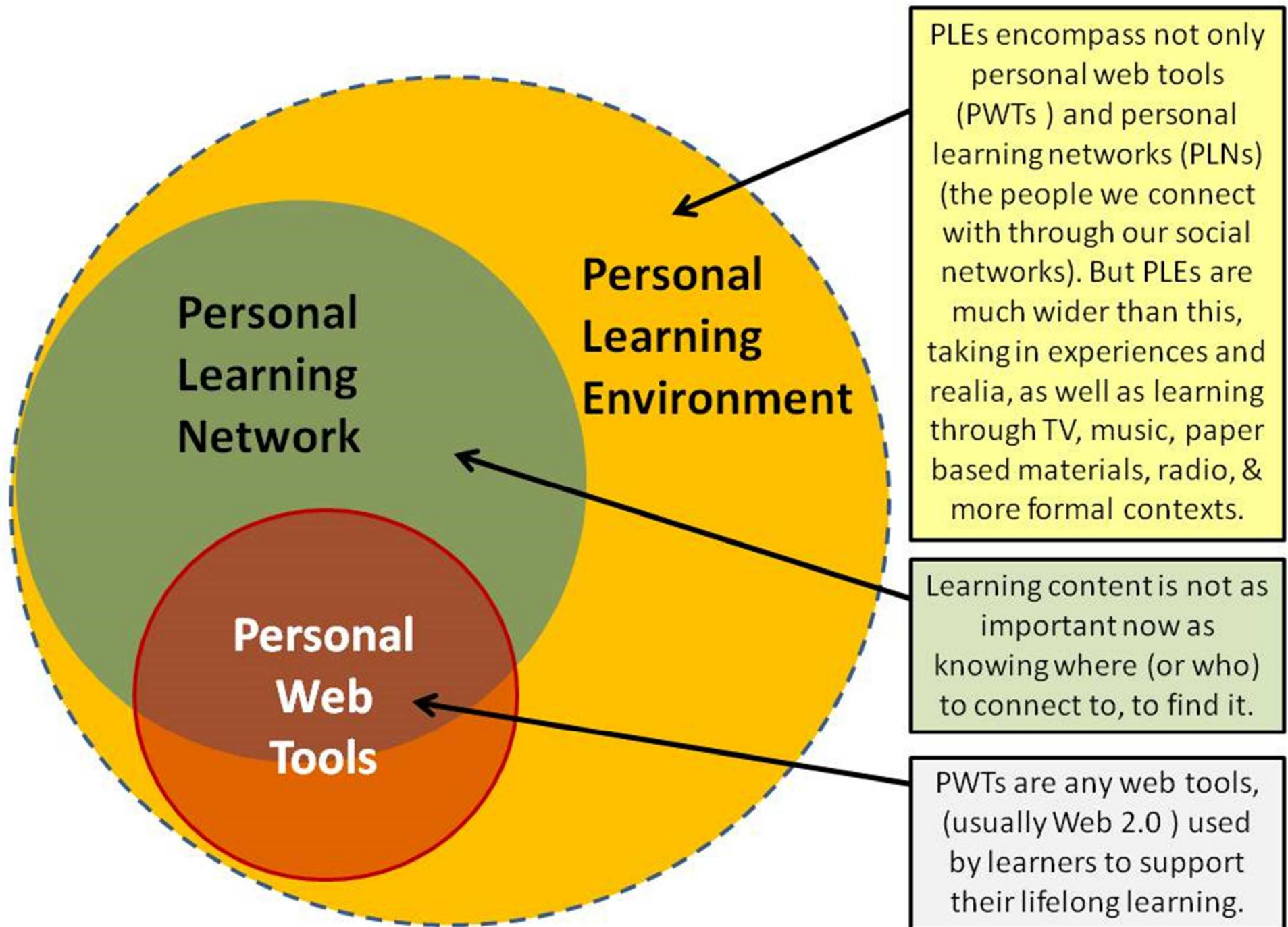


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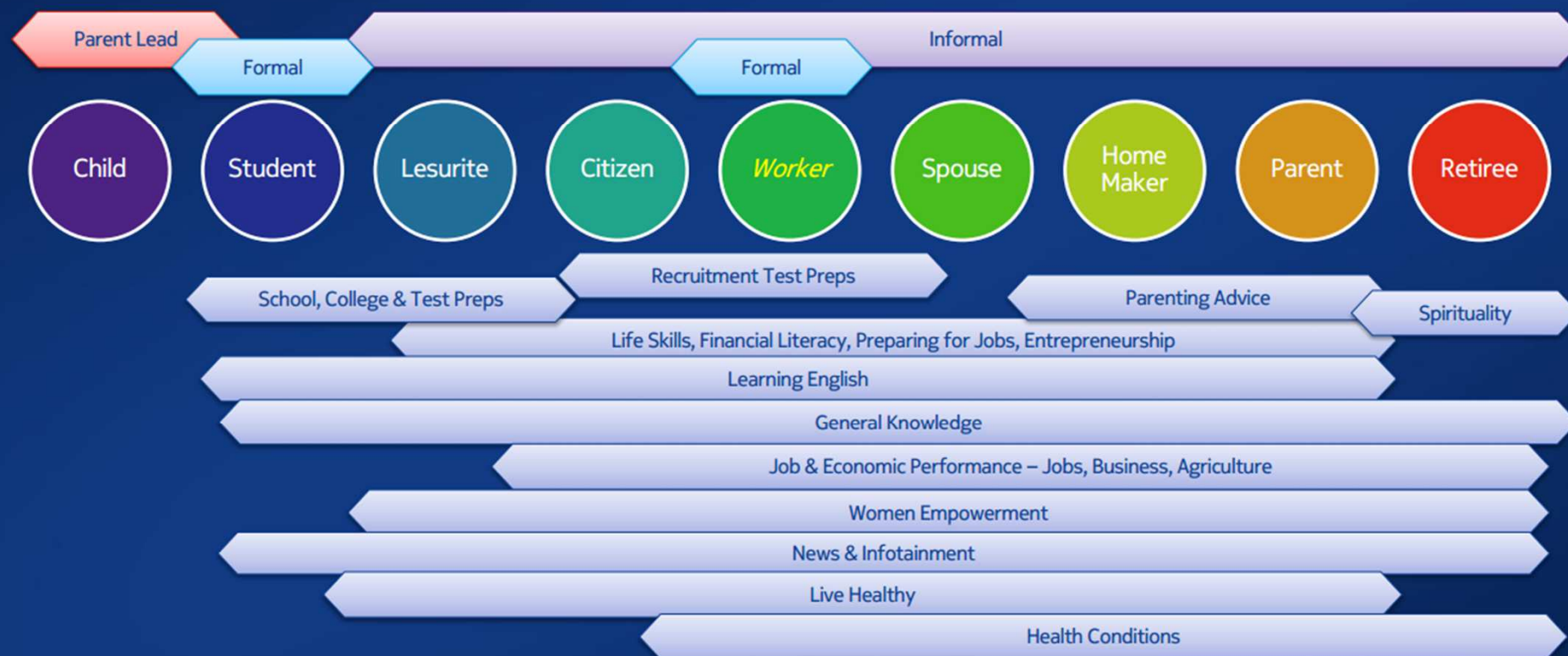
21st Century Student Outcomes and Support Systems





Addressing Lifelong Learning needs is Large Opportunity

Learning as a human endeavor persists irrespective of Socio-Economic situations



3

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The Future of Work Beta v1

Connectivity

- Information availability
- Globalized access
- Mobile work

Machine capabilities

- Processing power
- Artificial Intelligence
- Spatial cognition
- Robotics

Modularization

- Unbundling
- Work fragmentation
- Specialization
- Distributed processes

Globalization

- Product
- Innovation
- Service

Remote work

- Telepresence
- Collaboration
- Virtual worlds
- Machine operation

Work marketplaces

- Participation
- Availability
- Pay pressure
- Access to expertise

Economy of individuals

- Independence
- Entrepreneurship
- Collaboration
- Reputation

Polarization of work

- Pay
- Opportunity
- Affiliation

UNDERLYING DRIVERS

ECONOMIC STRUCTURE

LABOR DISPLACEMENT

EMERGING LANDSCAPE

Demographics

- Ageing
- Country divergence
- Migration
- Pension funding

Social expectations

- Opportunity
- Gender equity
- Flexibility
- Meaning
- Potential

Productivity

- Factor shifts
- Technology impact
- Capital efficiency
- Industry divergence

Value polarization

- Commoditization
- Expertise
- Innovation
- Relationships

Crowdsourcing

- Open innovation
- Labor pools
- Managed crowds
- Enhanced mechanisms

Worker replacement

- Automation
- Robots
- Service
- Judgment

High-performance organizations

- Internal markets
- Ad-hoc networks
- Social technologies
- Distributed value creation

Education

- Available
- Open
- Continuous
- Peer learning



- Long-term strategy
- Scenario planning
- Thought leadership content

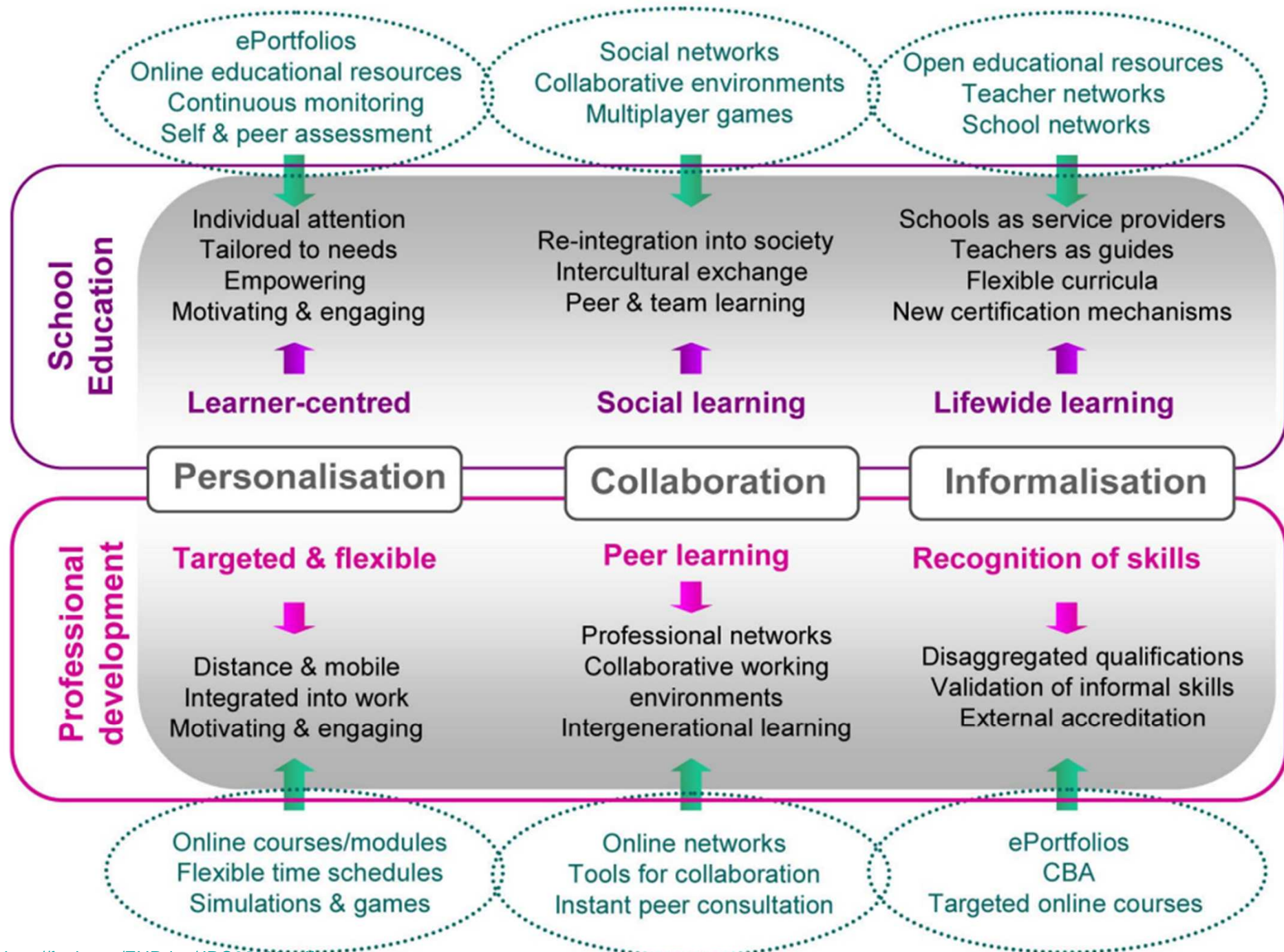
futureexploration.net



ROSS DAWSON

- Futurist
 - Keynote speaker
 - Strategy advisor
- rossdawson.com

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Trendy

- trénink/školení → učení & rozvoj
- management učení → tvorba sítí učení (učících se sítí)
- instrukce → podpora sdílení znalostí a spolupráce na procesech
- školení → výkon



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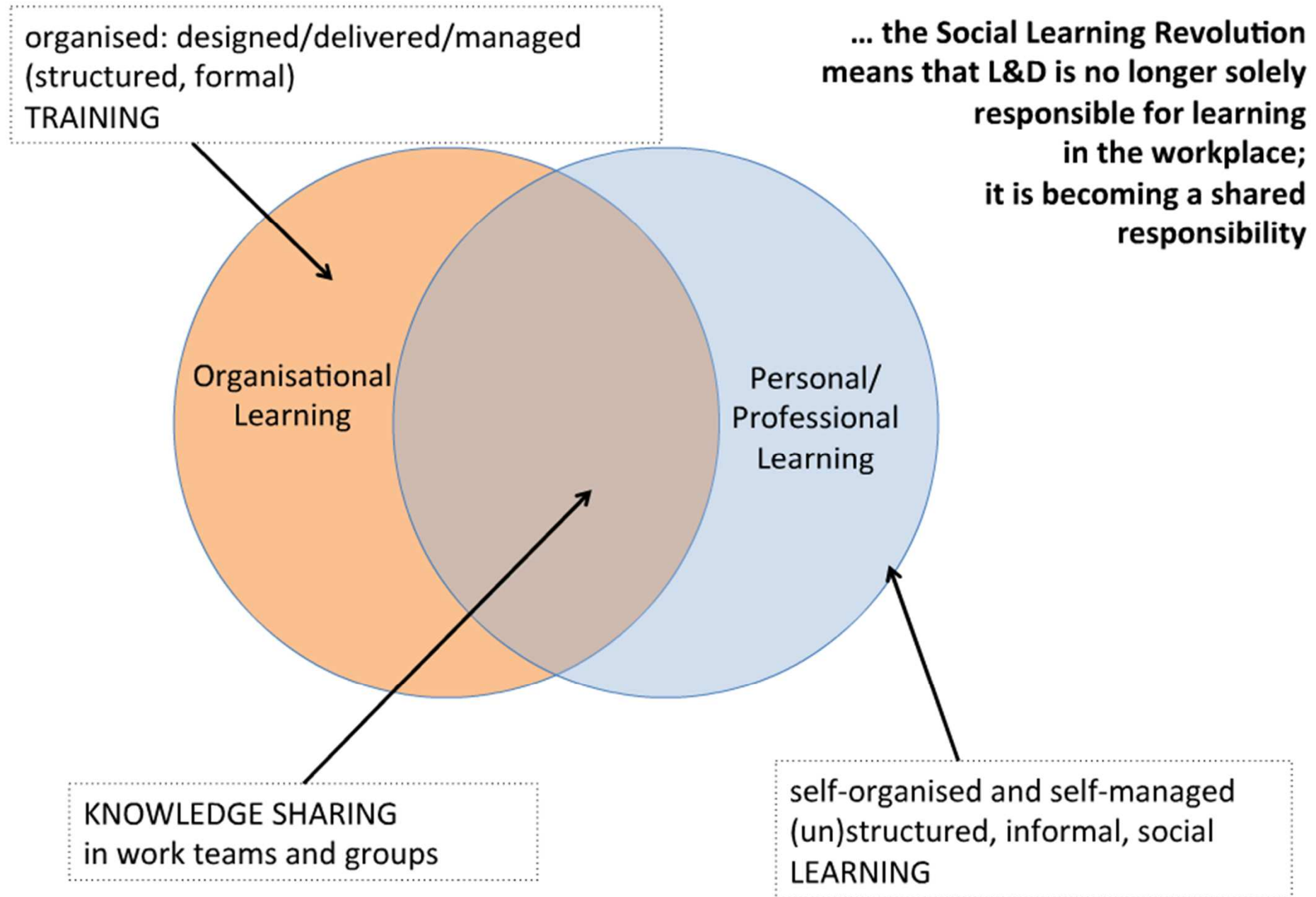


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Workforce Development Services Framework 1/5 SERVICES

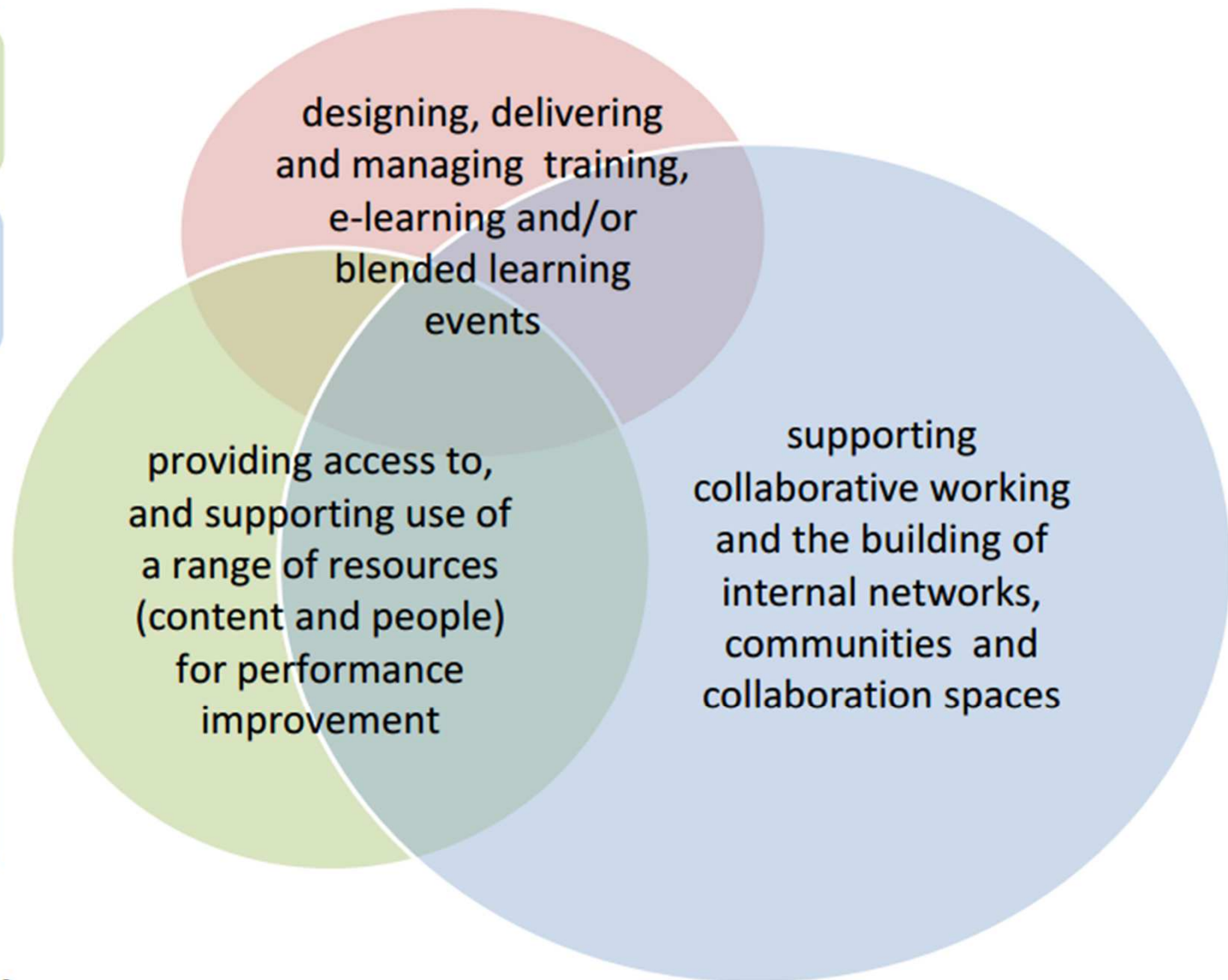
Training/
Instructional
Services

Performance
Support
Services

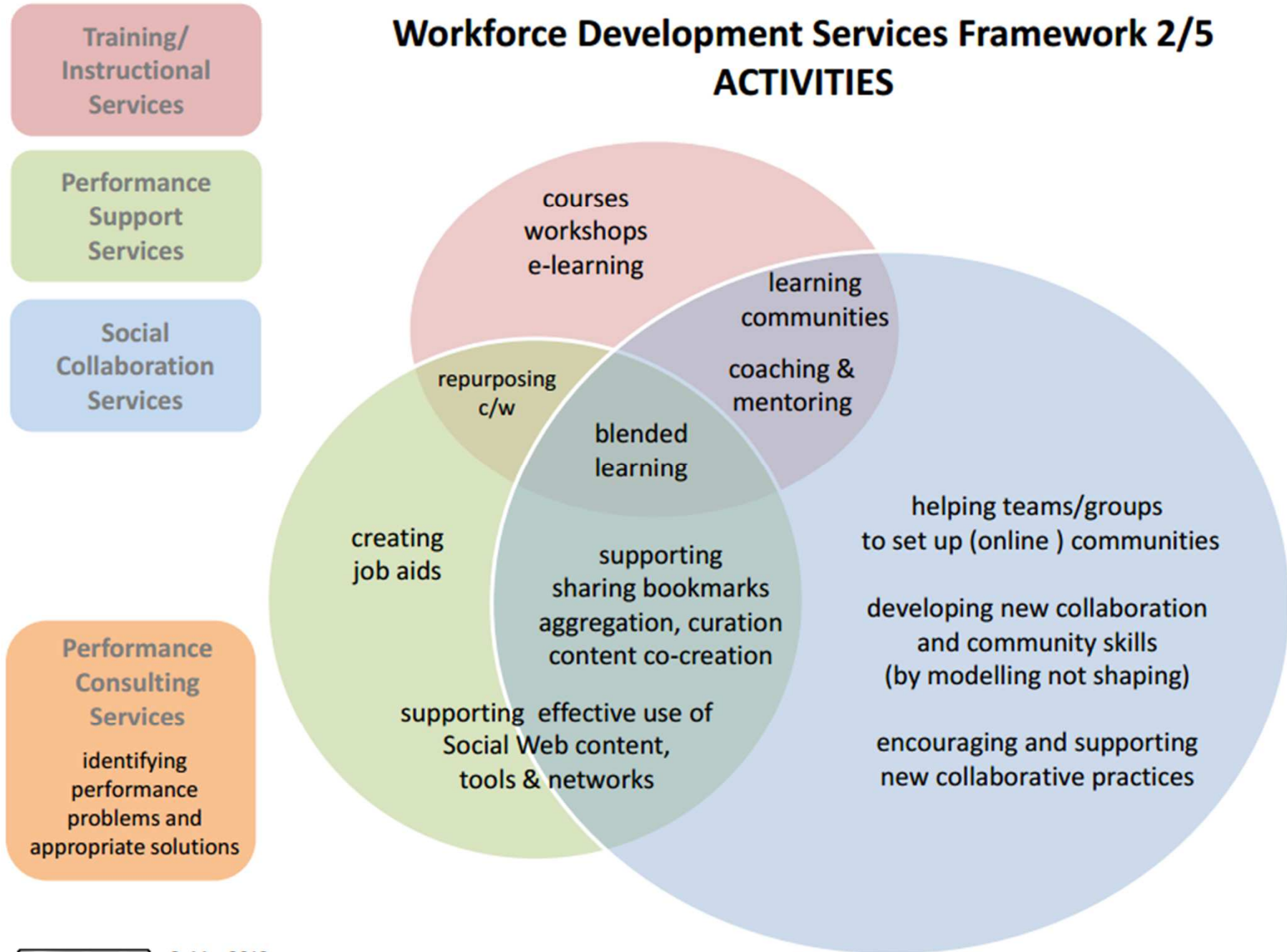
Social
Collaboration
Services

Performance
Consulting
Services

finding the most
appropriate solution
to a performance or
learning problem



Workforce Development Services Framework 2/5 ACTIVITIES



Workforce Development Services Framework 3/5

TOOLS & PLATFORMS

C4LPT

Centre for Learning & Performance Technology

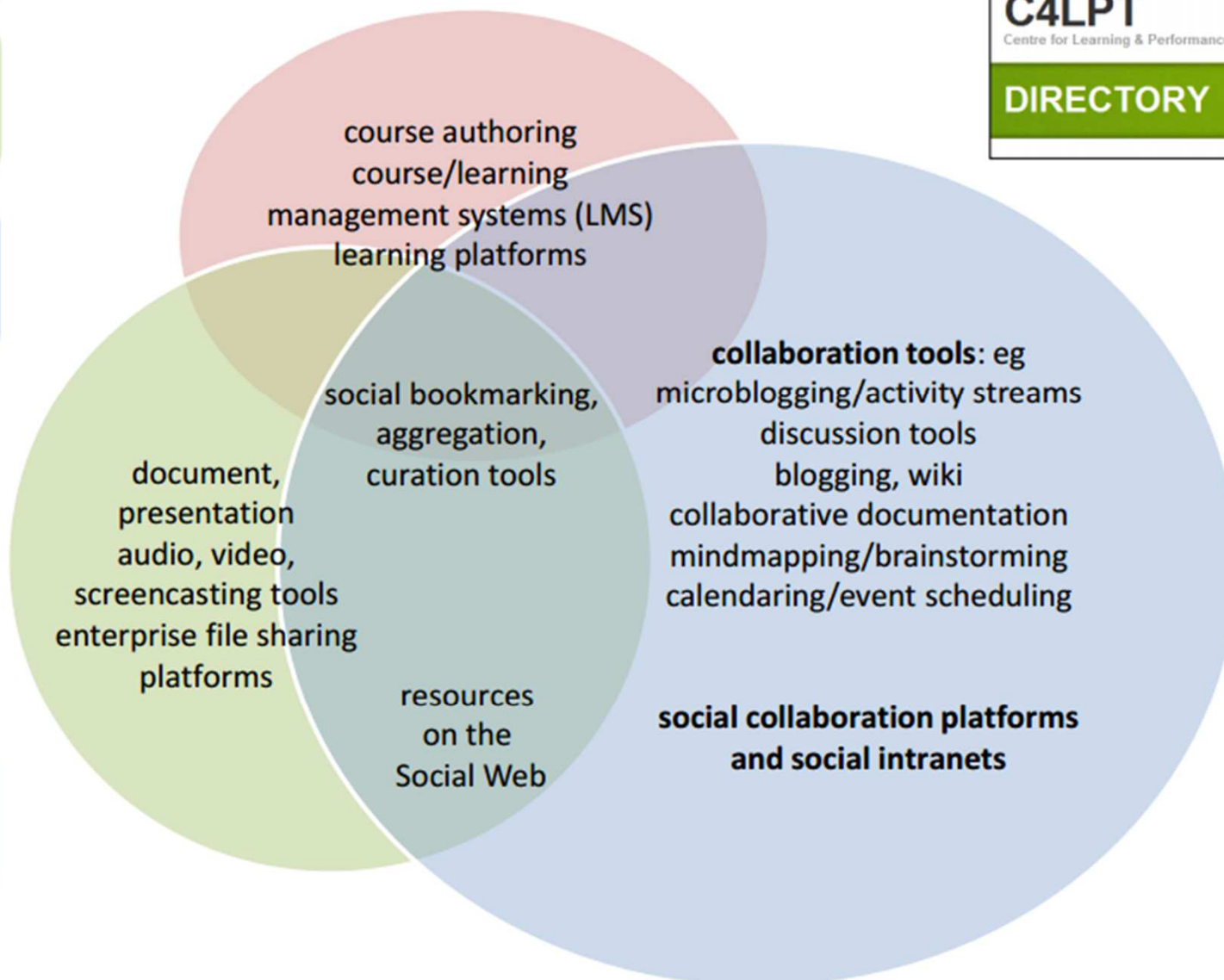
DIRECTORY

Training/
Instructional
Services

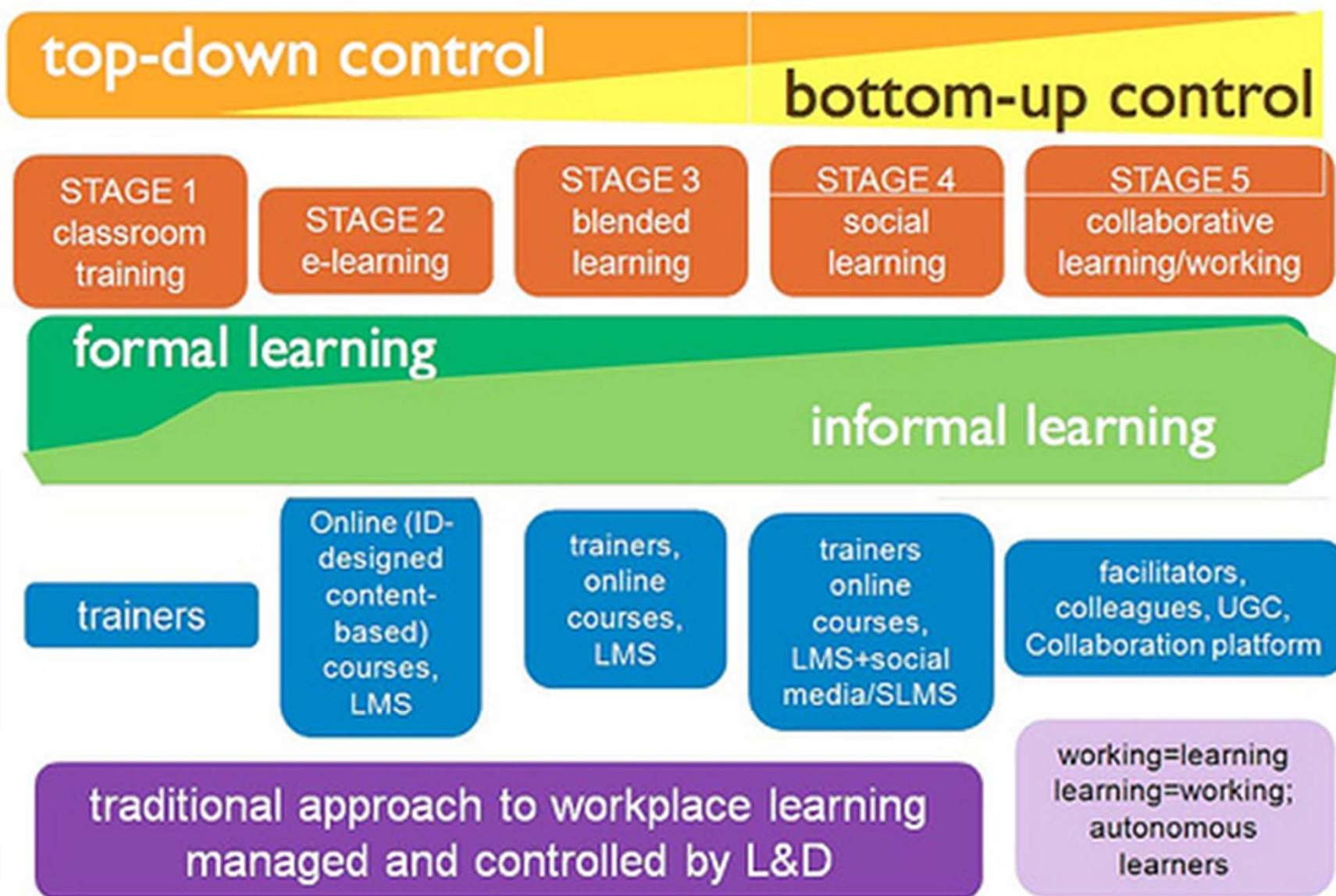
Performance
Support
Services

Social
Collaboration
Services

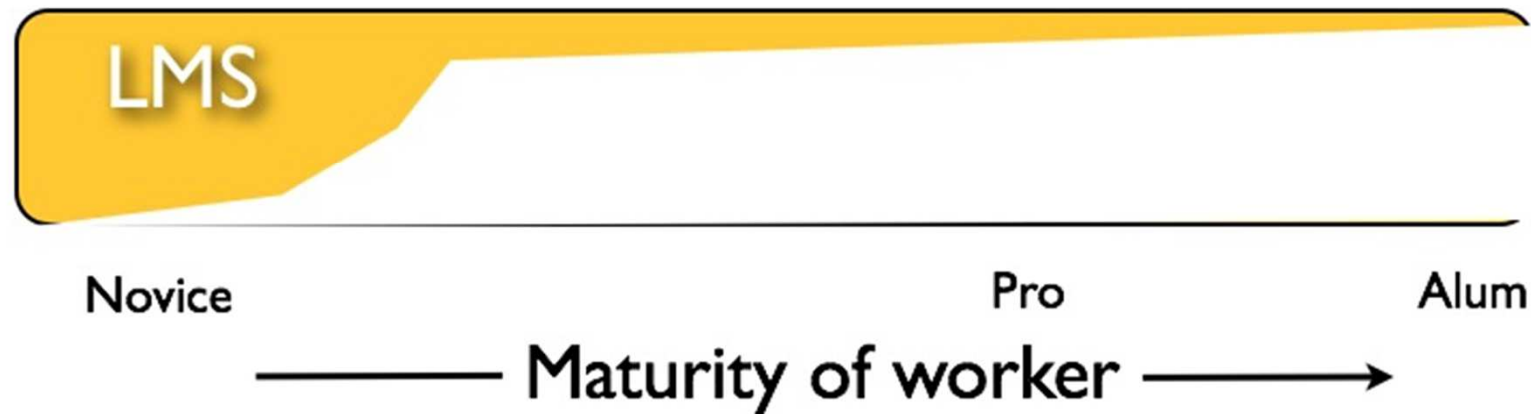
Performance
Consulting
Services



5 Stages of Workspace Evolution



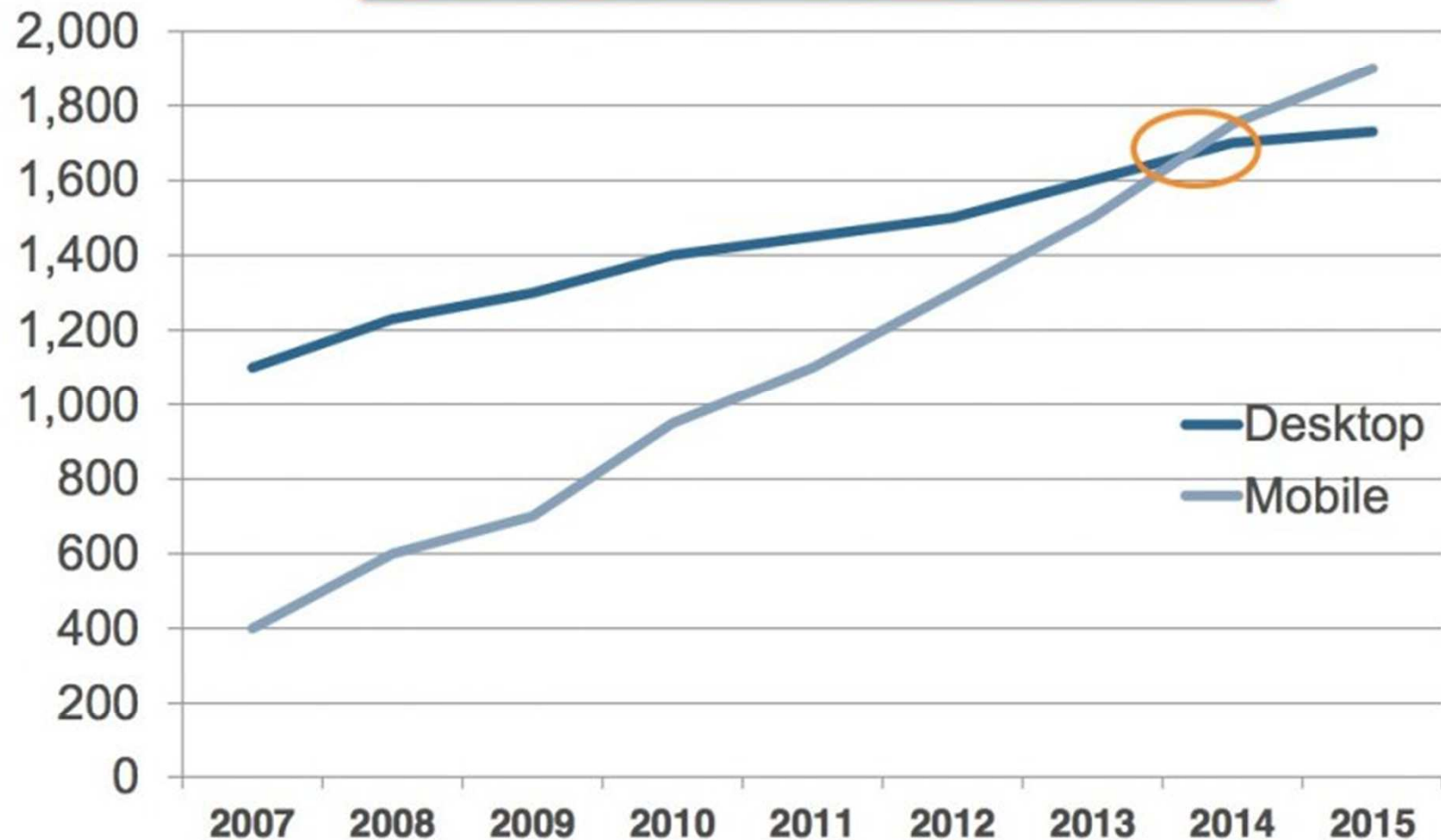
Current software support in workscape

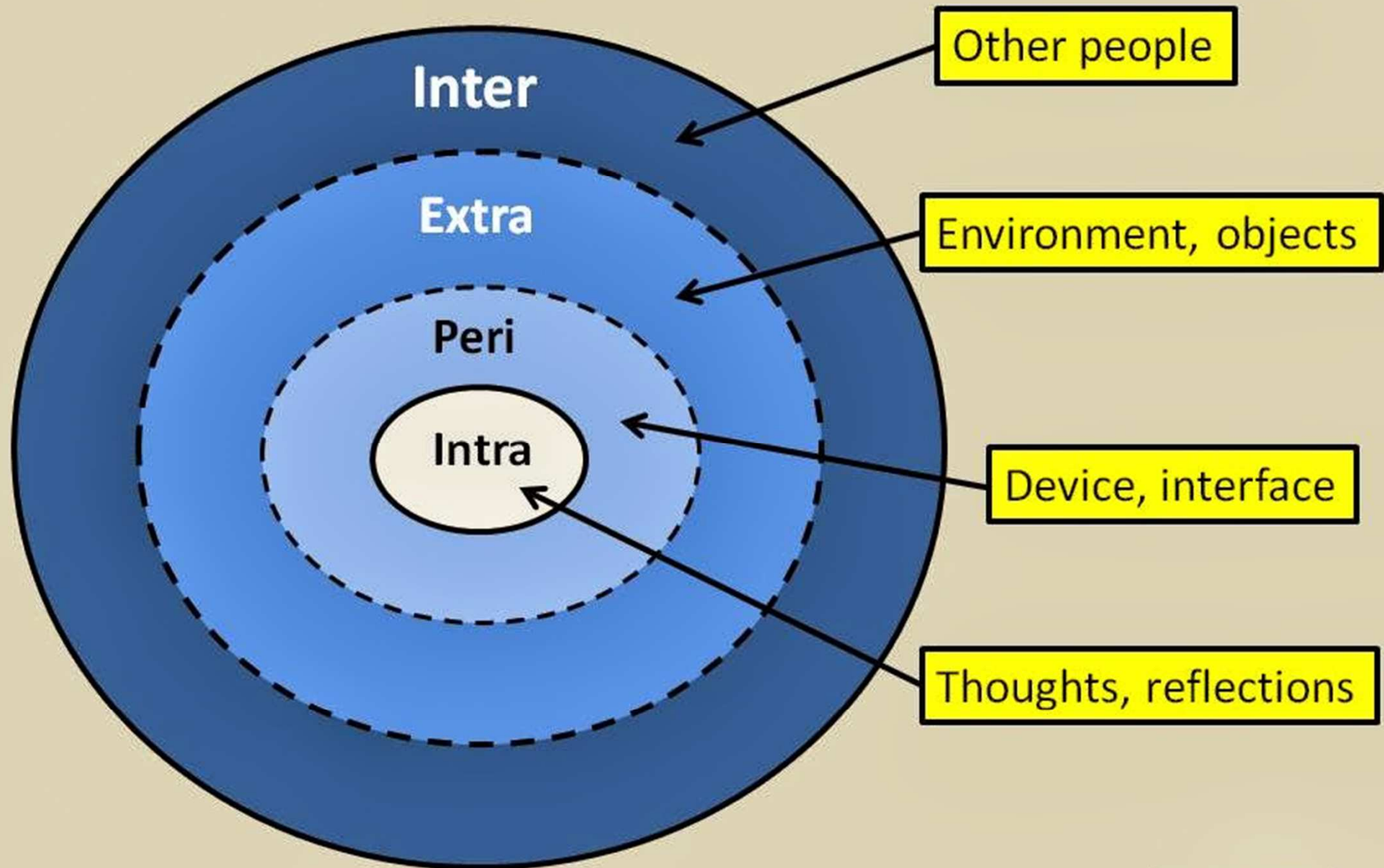


More balanced software support



Number of Global Users (Millions)

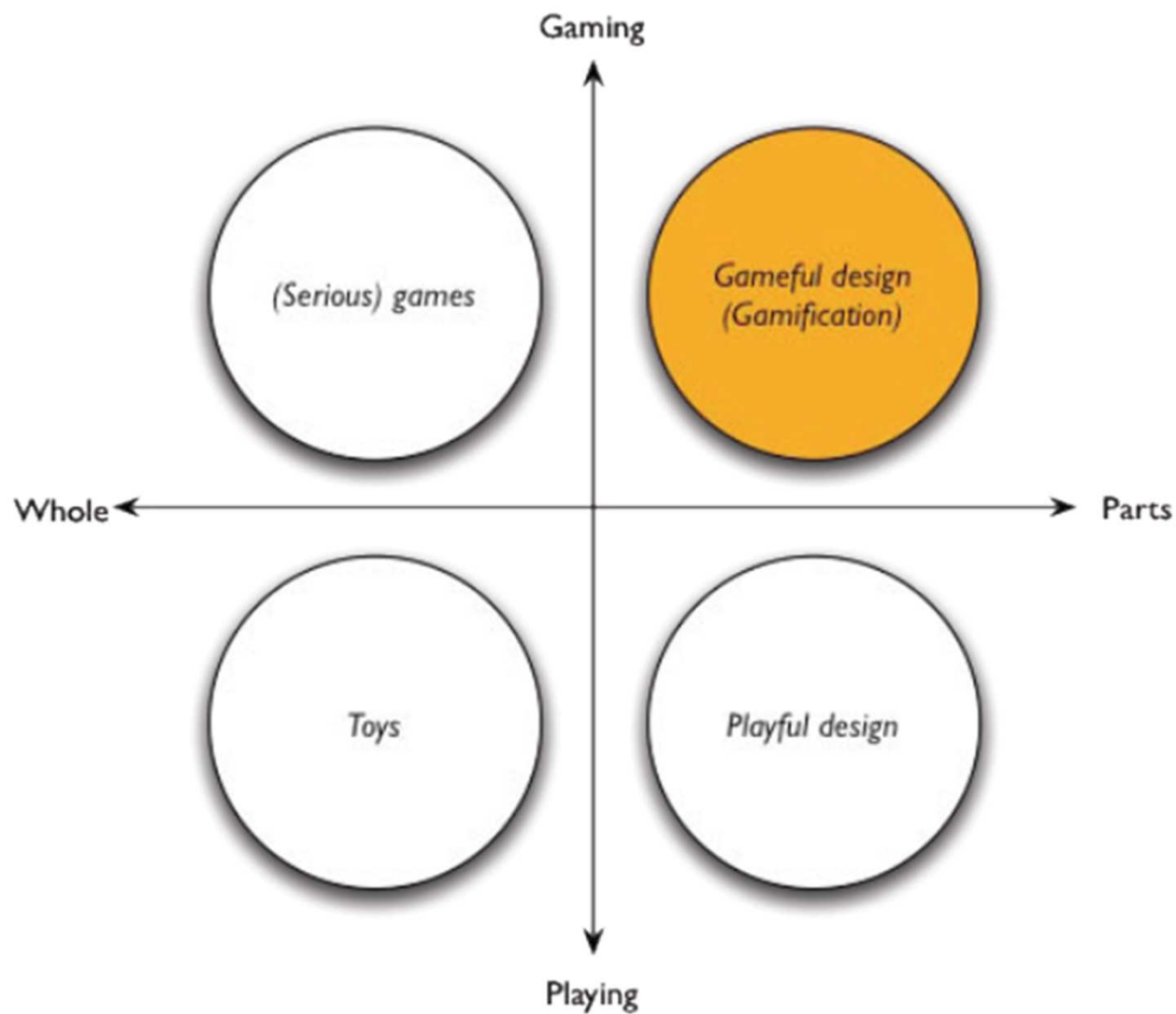




Graphic concept by Steve Wheeler



Hraní vs. Hraní si Celé vs. Části



Deterding (2011)



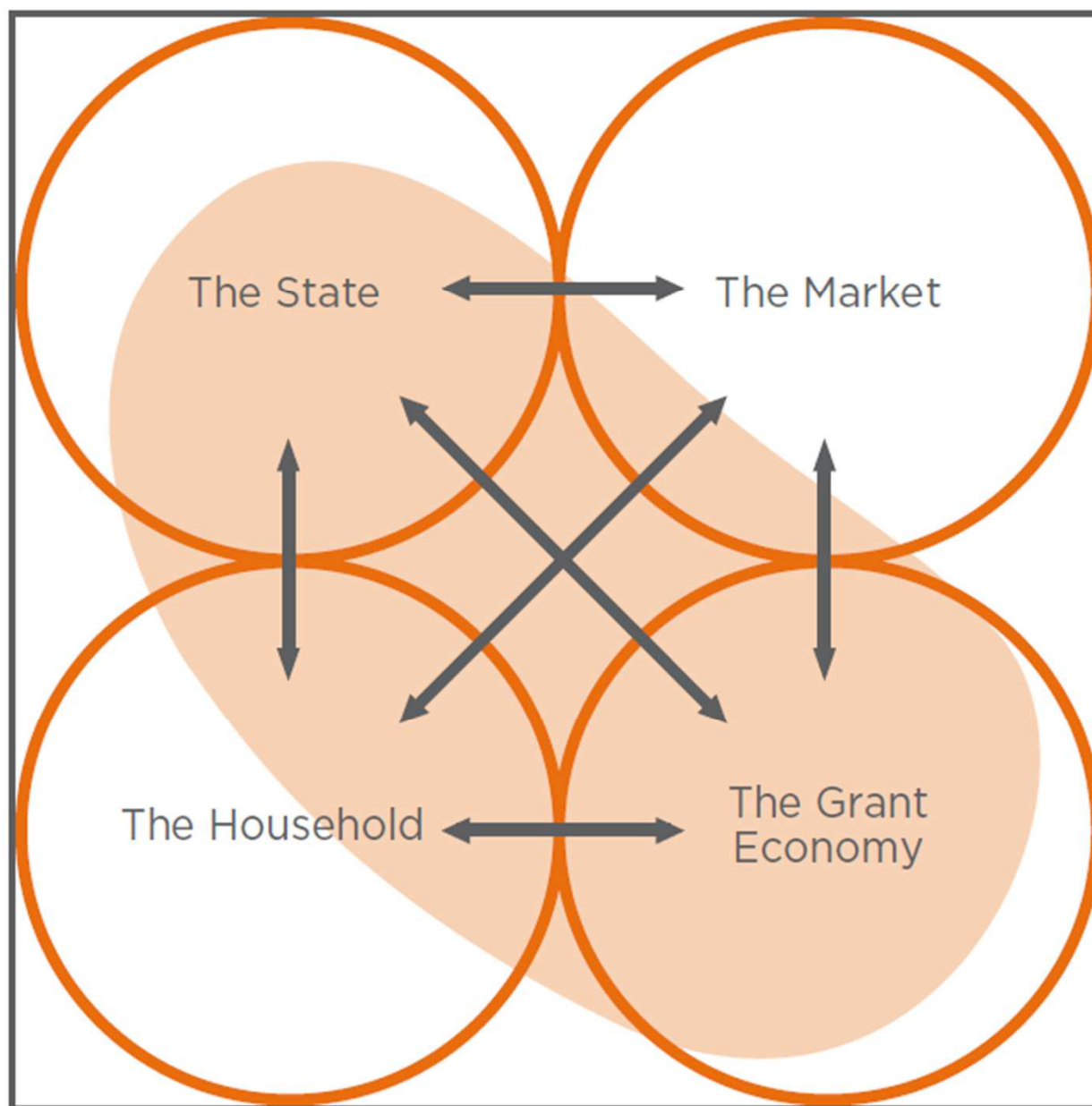
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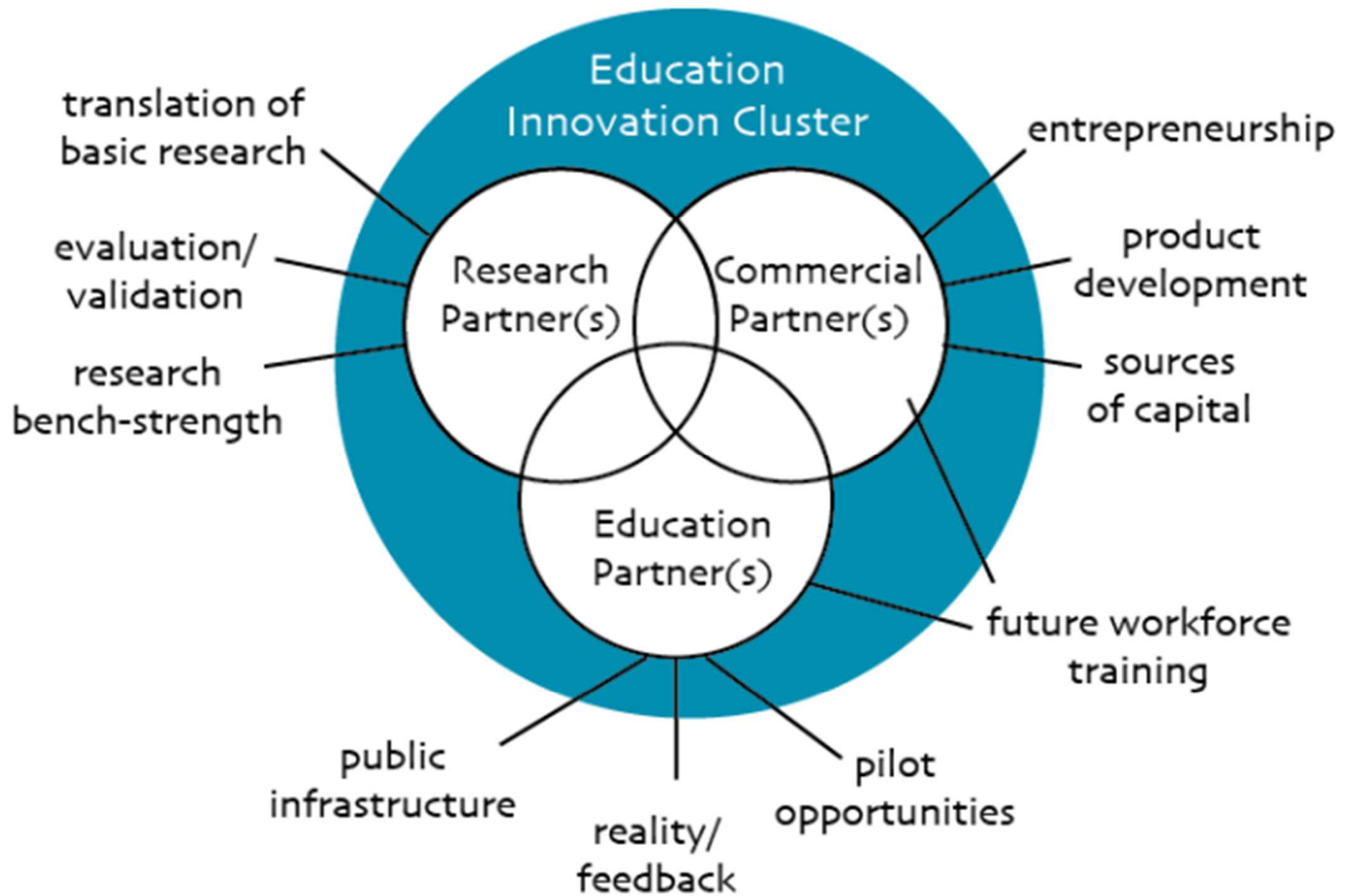


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The Social Economy

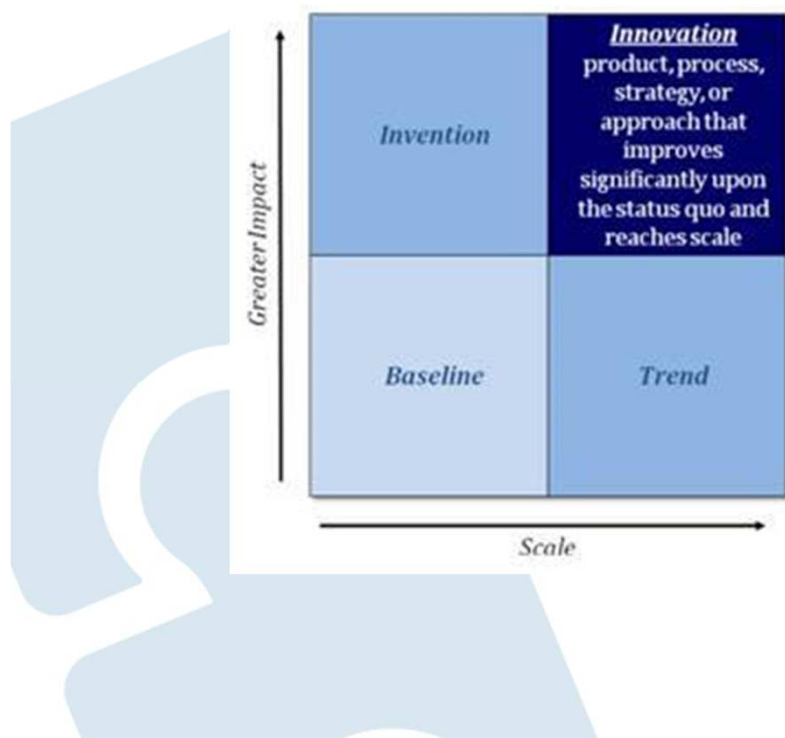




Inovace ve vzdělávání

Education not only needs new ideas and inventions that shatter the performance expectations of today's status quo; to make a meaningful impact, these new solutions must also "scale", that is grow large enough, to serve millions of students and teachers or large portions of specific under-served populations.

Jim Shelton, Assistant Deputy Secretary
of the Office of Innovation and Improvement
at the U.S. Department of Education. 2011

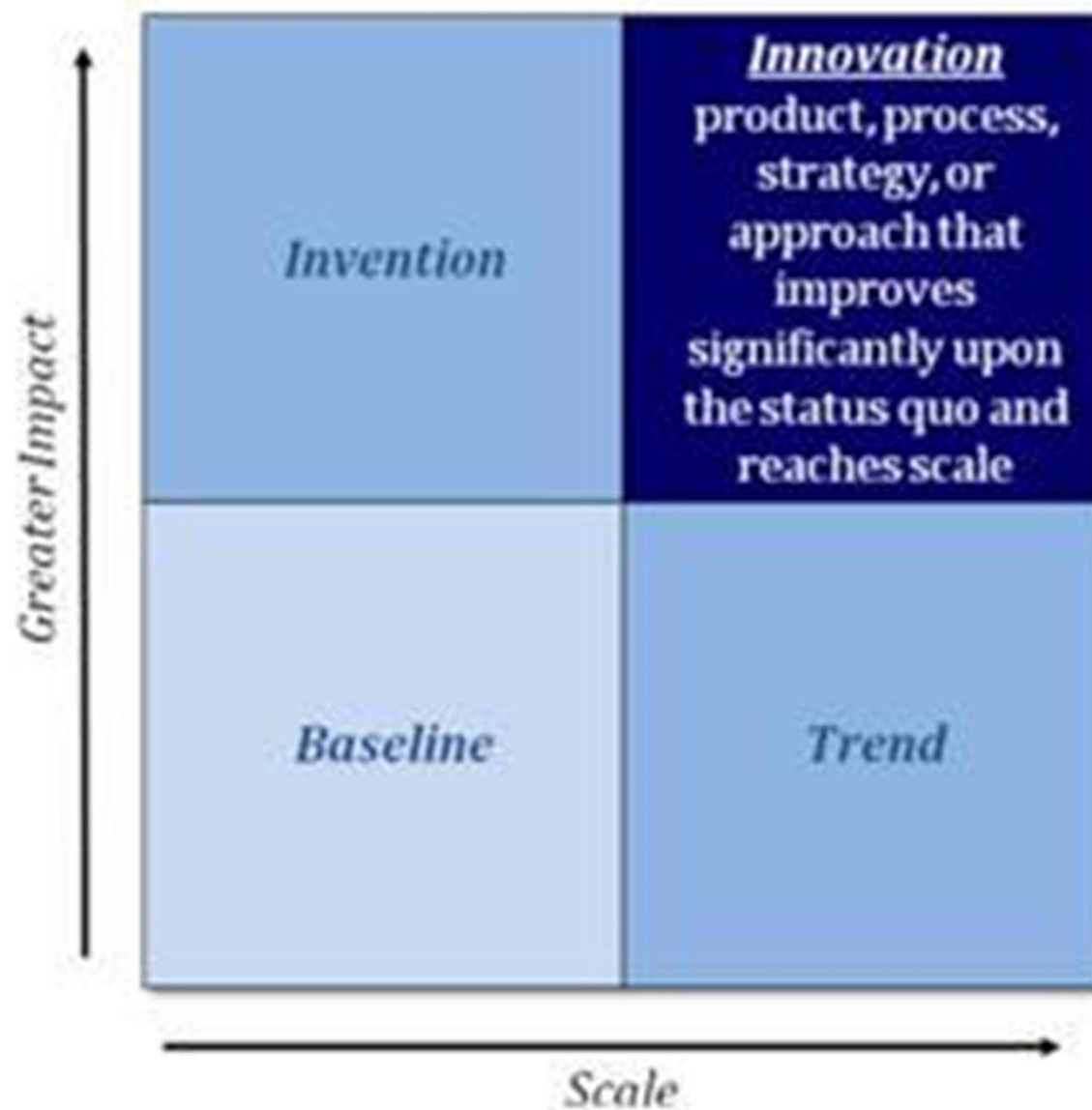


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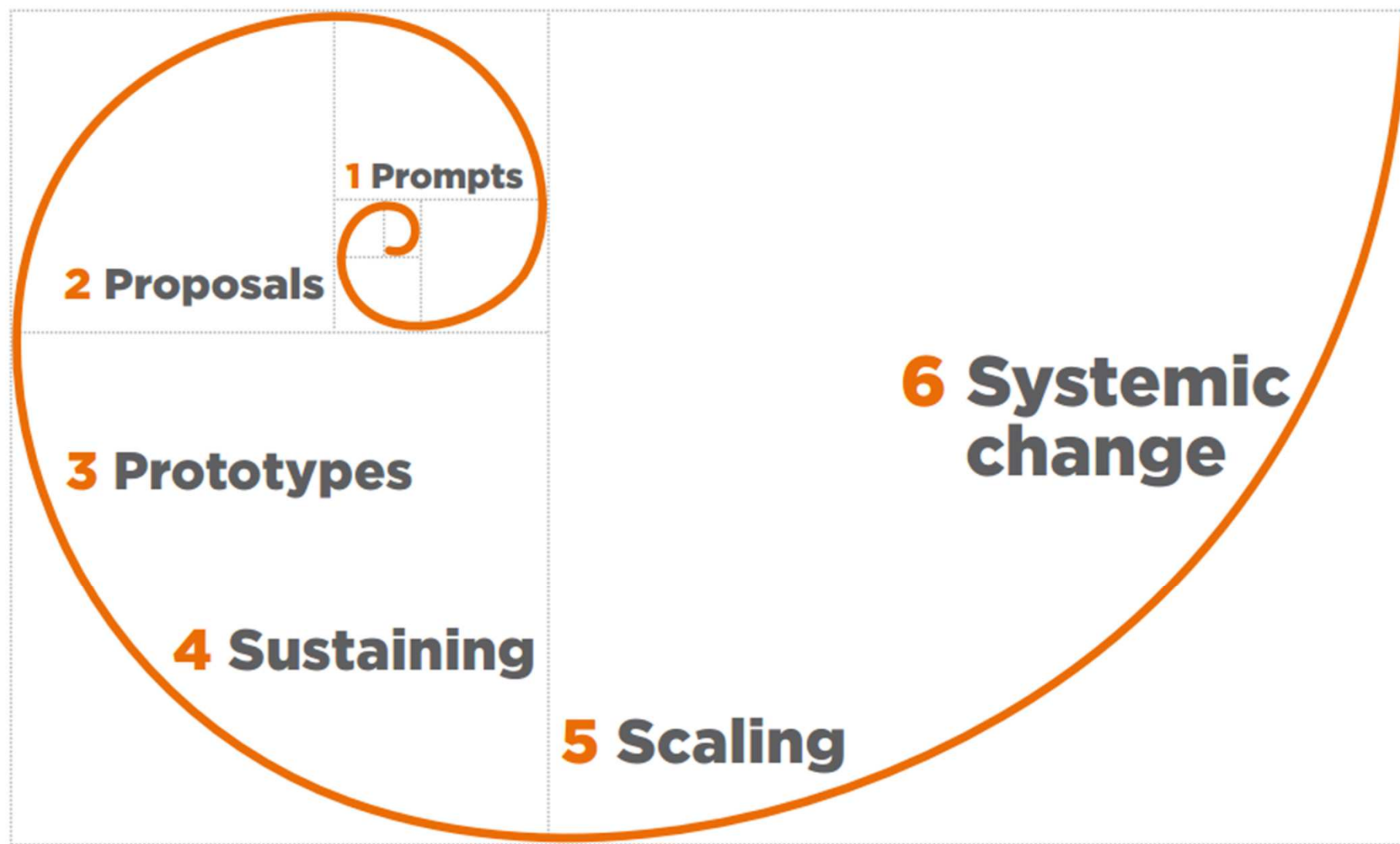


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TALKS

Toby Eccles: Invest in social change

http://www.ted.com/talks/toby_eccles_invest_in_social_change.html

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**141,271 Views** 

3k

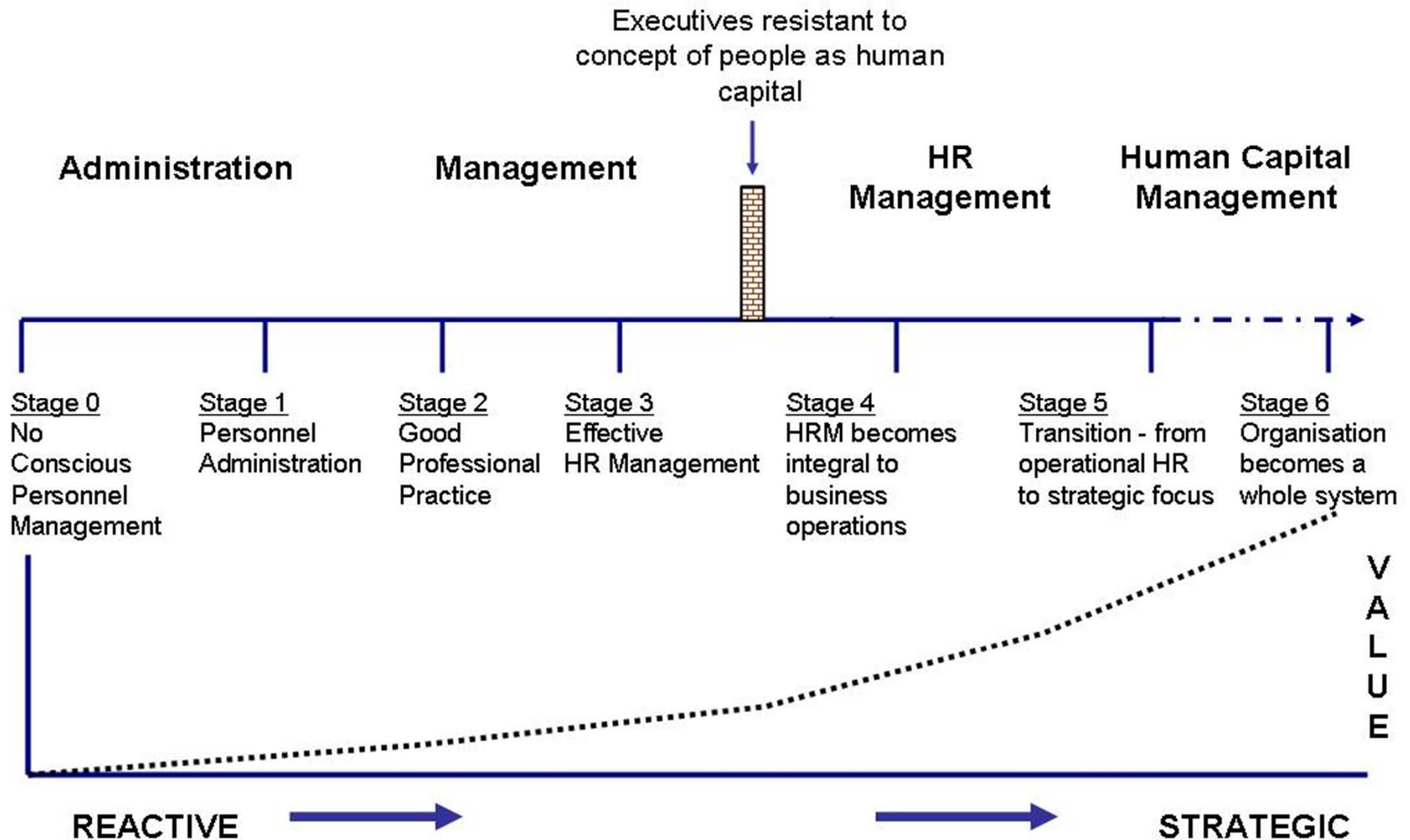
Here's a stat worth knowing: In the UK, 63% of men who finish short-term prison sentences are back inside within a year for another crime. Helping them stay outside involves job training, classes, therapy. And it would pay off handsomely -- but the government can't find the funds. Toby Eccles shares an imaginative idea for how to change that: the Social Impact Bond. It's an unusual bond that helps fund initiatives with a social goal through private money -- with the government paying back the investors (with interest) if the initiatives work.

Toby Eccles has created a radical financial instrument that helps private investors contribute to solving thorny public problems. [Full bio](#) »

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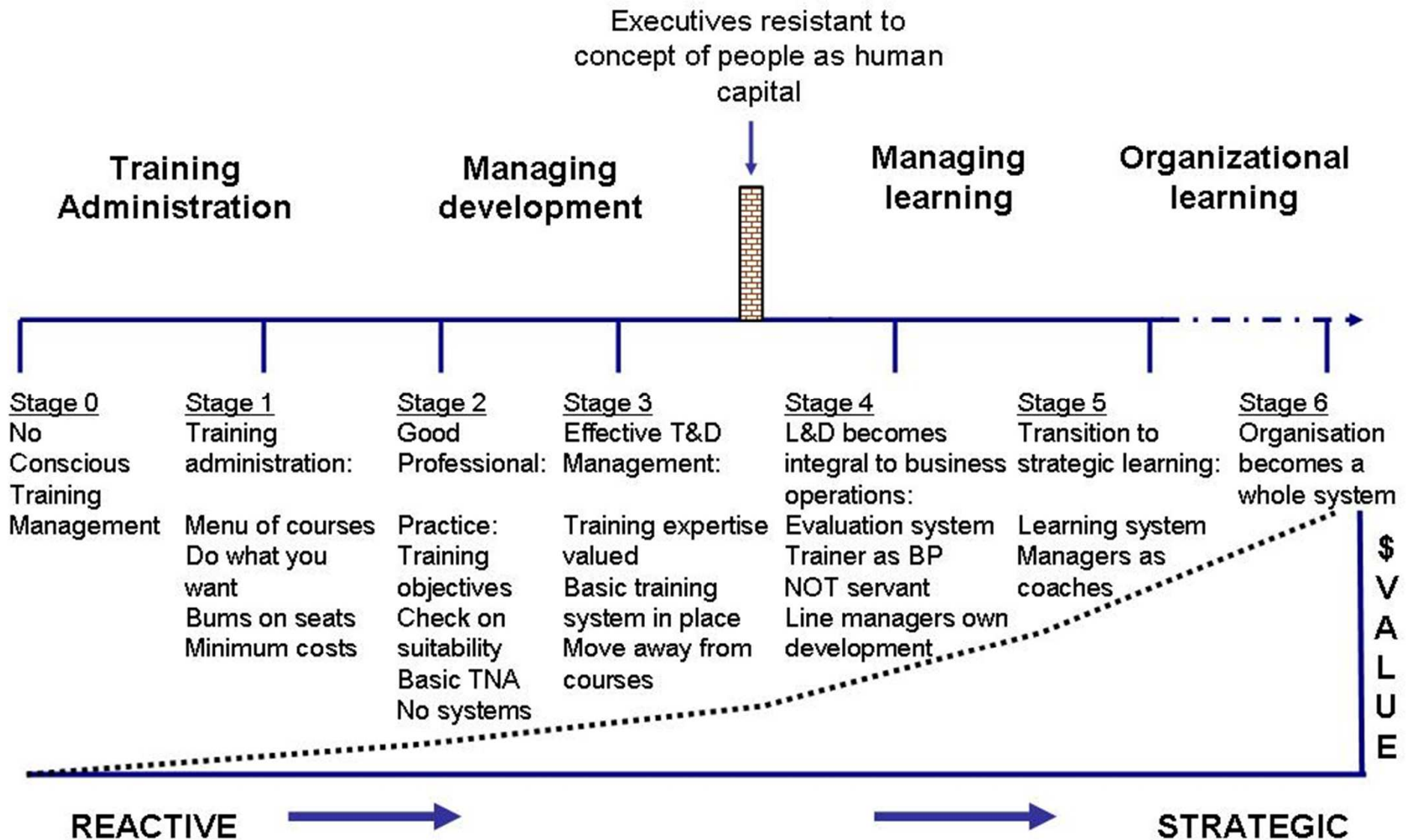
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HR Maturity Scale



©Paul Kearns 2012

Learning Maturity Scale



©Paul Kearns 2012



1595

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Moje stránka

- Titulní stránka
- > Hlavní nabídka
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- ▼ Aktuální kurz
 - ▼ Služby veřejnosti
 - > Účastníci
 - > Sestavy
 - > Úvod
 - > Studijní materiály
 - > Testy
 - > Závěrečný dotazník
 - > Moje kurzy
 - > Kurzy

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Nastavení

- ▼ Správa kurzu
 - ✎ Zapnout režim úprav
 - ⚙ Upravit nastavení
 - ⚙ Sledování plnění
 - > Uživatelé
 - 🔍 Filtry

Kurz: Služby poskytované NTK veřejnosti

1415



Služby veřejnosti

Vstup do modulů kurzu

Studijní materiály

Testy

Závěrečný dotazník



Novinky



Studijní materiály

Knihy: 3 Testy: 3 Soubor: 1

Pokrok: 6 z 6

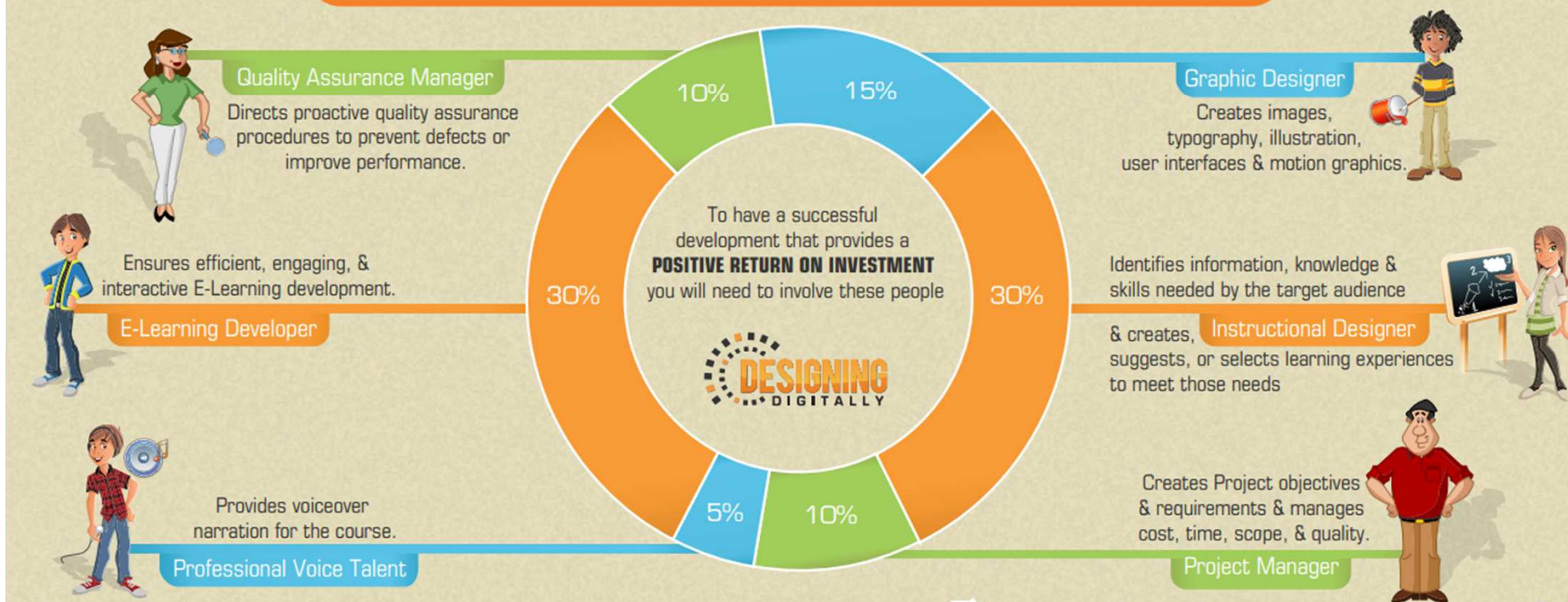


Testy

Testy: 2

Pokrok: 1 z 2

WHO DO YOU REALLY NEED TO SUCCESSFULLY BUILD E-LEARNING THAT PROVIDES A POSITIVE RETURN ON INVESTMENT (ROI) ?



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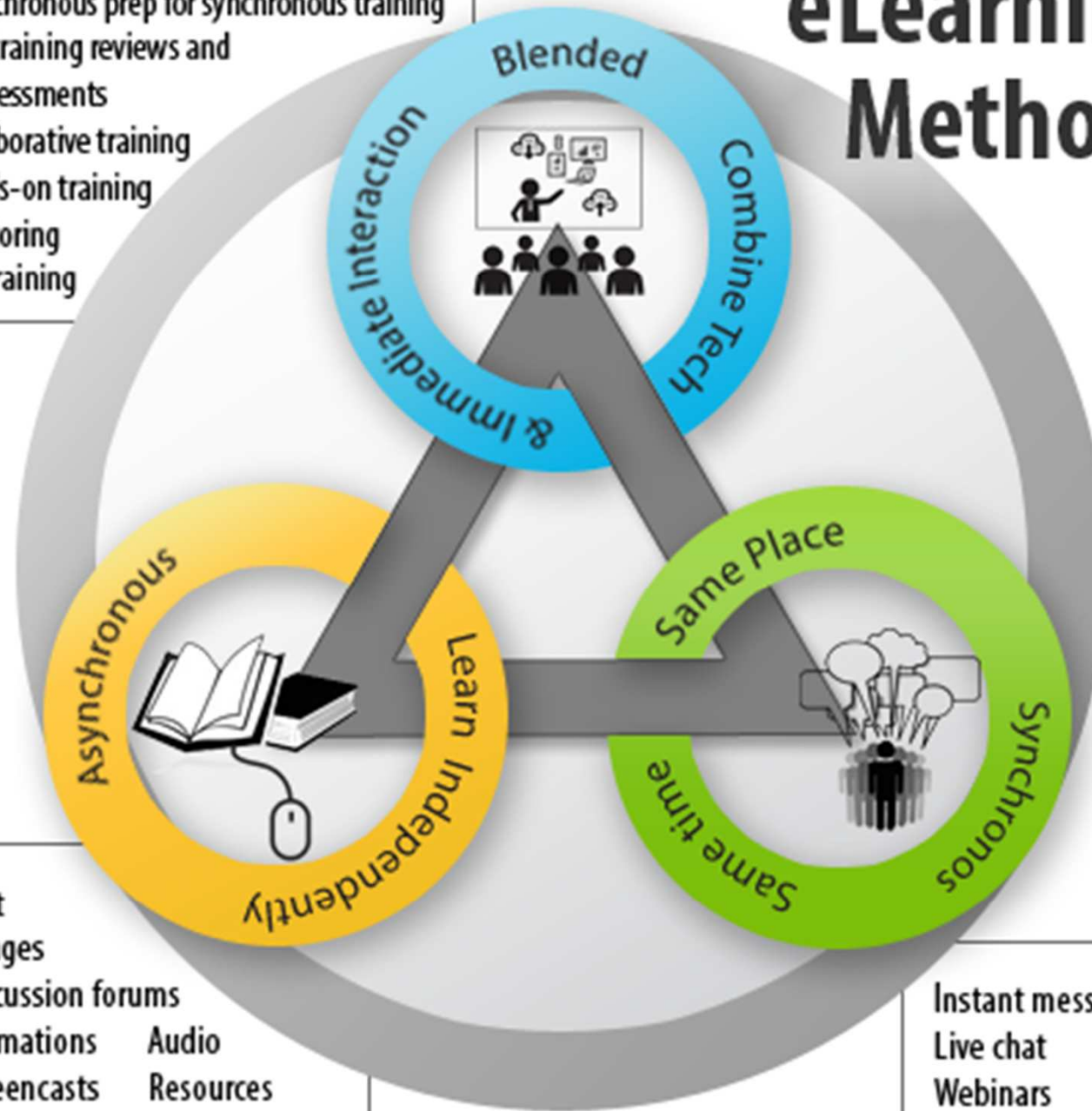


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eLearning Methods

Asynchronous prep for synchronous training
Live training reviews and assessments
Collaborative training
Hands-on training
Mentoring
OJT training



Text
Images
Discussion forums
Animations Audio
Screencasts Resources
Interactives Video
Action mazes Demonstrations

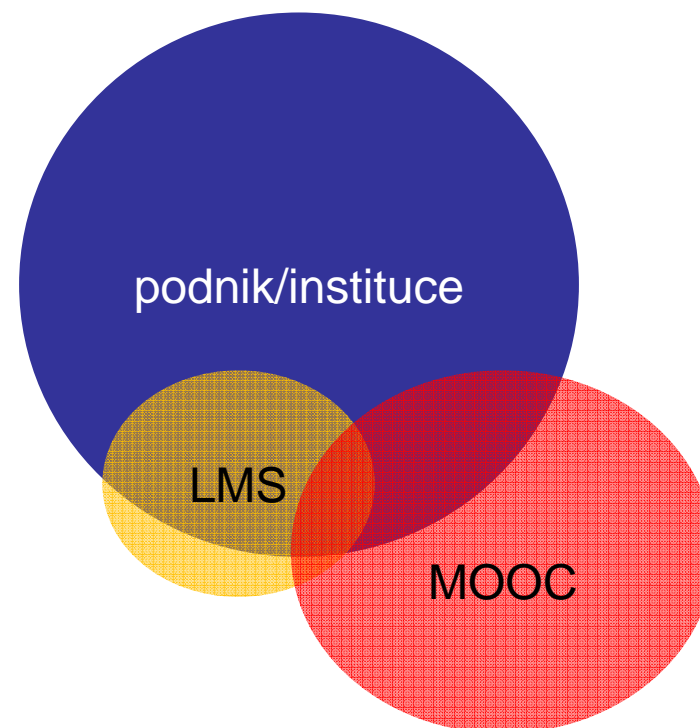
Instant messages
Live chat
Webinars
Video conferences
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MOOCs?

1. Zapojení zákazníků
2. Školení SME
3. Interní školení
4. Externí zdroje a blended learning
5. „Flipped classroom“
6. Průběžný profesionální rozvoj
7. Recruitment
8. Entrepreneurship
9. Sponzorství
10. Nejde o certifikaci

(integrace s LMS)



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National Technical Library

Děkuji za pozornost. Dotazy?

Jakub Štogr

stogr@navreme.cz

<http://www.linkedin.com/in/jakubstogr>



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