



# Beyond Workplace Learning

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Many organizations aren't thinking about the 'networked individual' – the networking choices and patterns of individual Internet users. They're still focused on their own organizational information systems and traditional institutional networks.

- William H. Dutton

[http://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=1767870](http://papers.ssrn.com/sol3/papers.cfm?abstract_id=1767870)

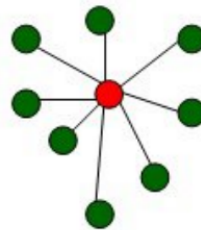
- Typical Workplace Learning:
  - Demand driven
  - Employer driven
  - Content driven
- It's no coincidence that the dominant workplace e-learning technology is based on military training manuals

- Evolving Organization

Competition Collaboration Cooperation



~19th C

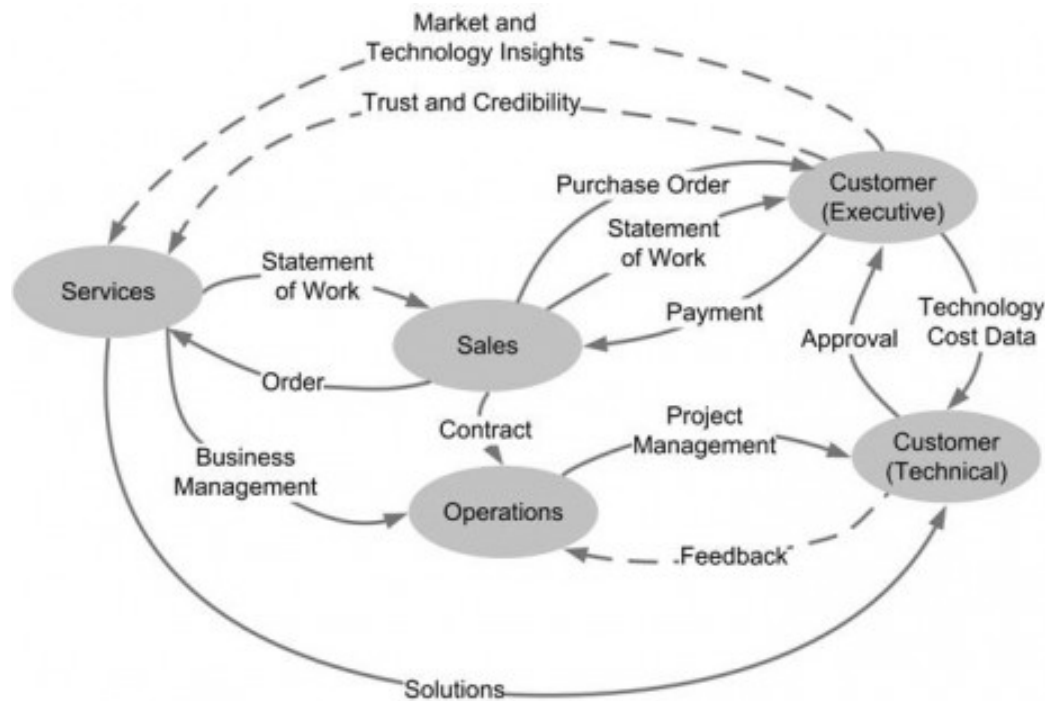


+/- 20th C



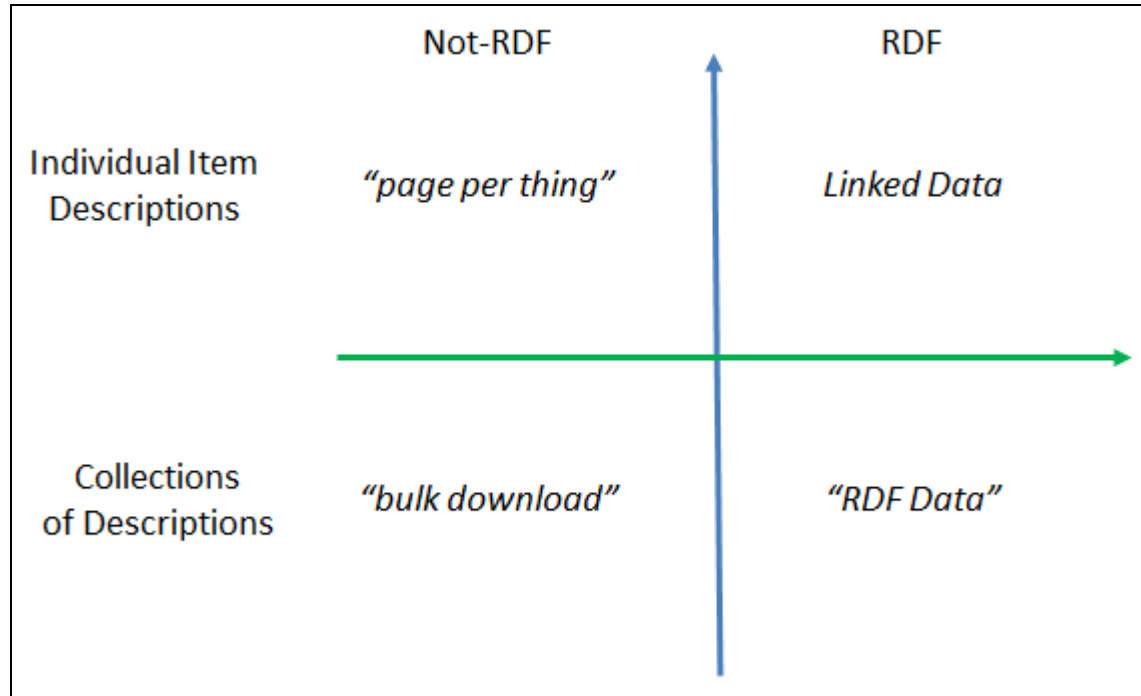
21st C

- The Network Organization



No borders here

- The Dilemma: Document vs Data



- Imagine just adding even the following two applications to the workplace environment:

- Google guru chatbot

- <http://guru.googlelabs.com/>

- Exfm resource grabber

- <http://ex.fm/>

(both found today via <http://blogoehlert.typepad.com/> )

- Extending beyond the enterprise
  - Social networks / Yammer
  - Google Docs / Zoho
- Cloud vs Enterprise
  - Productivity advantages
  - Cost savings
  - Integration & privacy considerations

<http://www.downes.ca/post/55157>



- From Management to Meaning
  - Don't do things *to* people, do things *with* people
  - If we have to ask “how do we motivate people” then we're taking the wrong approach – Kohn
  - “Knowledge sharing is your job” – Buckman
  - Provide opportunities for autonomy, mastery, purpose – Pink

<http://www.slideshare.net/KMMiddleEast/david-gurteen-km-middle-east-2011>

- Three types of CNO...
  - Sharing
    - The ability to create linked documents, data, and objects within a distributed network
  - Contributing
    - The ability to employ social networking applications of the Web to facilitate group communication
  - Co-creating
    - The ability for individuals to collaborate through networks that facilitate cooperative group work toward shared goals

(Dutton, p. 12)

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<http://www.downes.ca>

