Continuous Social Learning in Knowledge Networks
Large-scale Integrating Project (IP), FP 7

http://mature-ip.eu

Motivation

- Agility of enterprises as a key success factor requires continuous individual competence development and continuous learning of the organization and harvesting of the employees’ creativity.
- Organization-driven top-down approaches to technology-enhanced learning have largely failed
- Community-driven bottom-up approaches in the spirit of Web 2.0 have great success

→ leverage intrinsic motivation of employees to engage in collaborative learning activities
→ combine it with a new form of organizational guidance

Approach

- The knowledge-maturing process, in which individual learning processes are interlinked and the knowledge changes in nature
  - including classical content, tasks & processes, and semantic structures

MATURe’s outcome will be

- an analysis of real-world maturing practices and development of a sound general conceptual model of the knowledge maturing process
  - including ways to overcome barriers — particularly motivational and social ones
- a Personal Learning & Maturing Environment (PLME)
  - embedded into the working environment
  - enabling the knowledge workers to engage in maturing activities
- an Organisational Learning & Maturing Environment (OLME)
  - enabling the organisation to analyze and to take up community activities, to reseed innovation processes and to apply guiding strategies
- reusable Maturing Services
  - for seeding and reseeding
  - for creating awareness of maturing-relevant activities

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