

Matching Development Models with Reality

Emerging Trends

Why adopt technology

- ▶ Teaching a class is easy – as long as the results are good

Why e-Learning?

- ▶ **My University decided that.....**

Underlying requirements for success of e-Learning

- ▶ **Management support (buy-in)**
 - ▶ **Sound IT infrastructure**
 - ▶ **Incentives for Educator**
- 

Technology in Europe

- ▶ After having dug to a depth of 10 feet last year, British scientists found traces of copper wire dating back 200 years and came to the conclusion that their ancestors already had a telephone network more than 150 years ago.

Technology in the USA

- ▶ Not to be outdone by the Brit's, in the weeks that followed, an American archaeologist dug to a depth of 20 feet, and shortly after, a story published in the New York Times: "American archaeologists, finding traces of 250-year-old copper wire, have concluded that their ancestors already had an advanced high-tech communications network 50 years earlier than the British".

Technology in Africa

- ▶ One week later, the Cape Times, in South Africa, reported the following:
"After digging as deep as 30 feet in his backyard in Thabazimbi, South Africa, Lucky Simelane, a self-taught archaeologist, reported that he found absolutely nothing. Lucky has therefore concluded that 250 years ago, Africa had already gone wireless."
Just makes you bloody proud to be from Africa!

Good Teaching

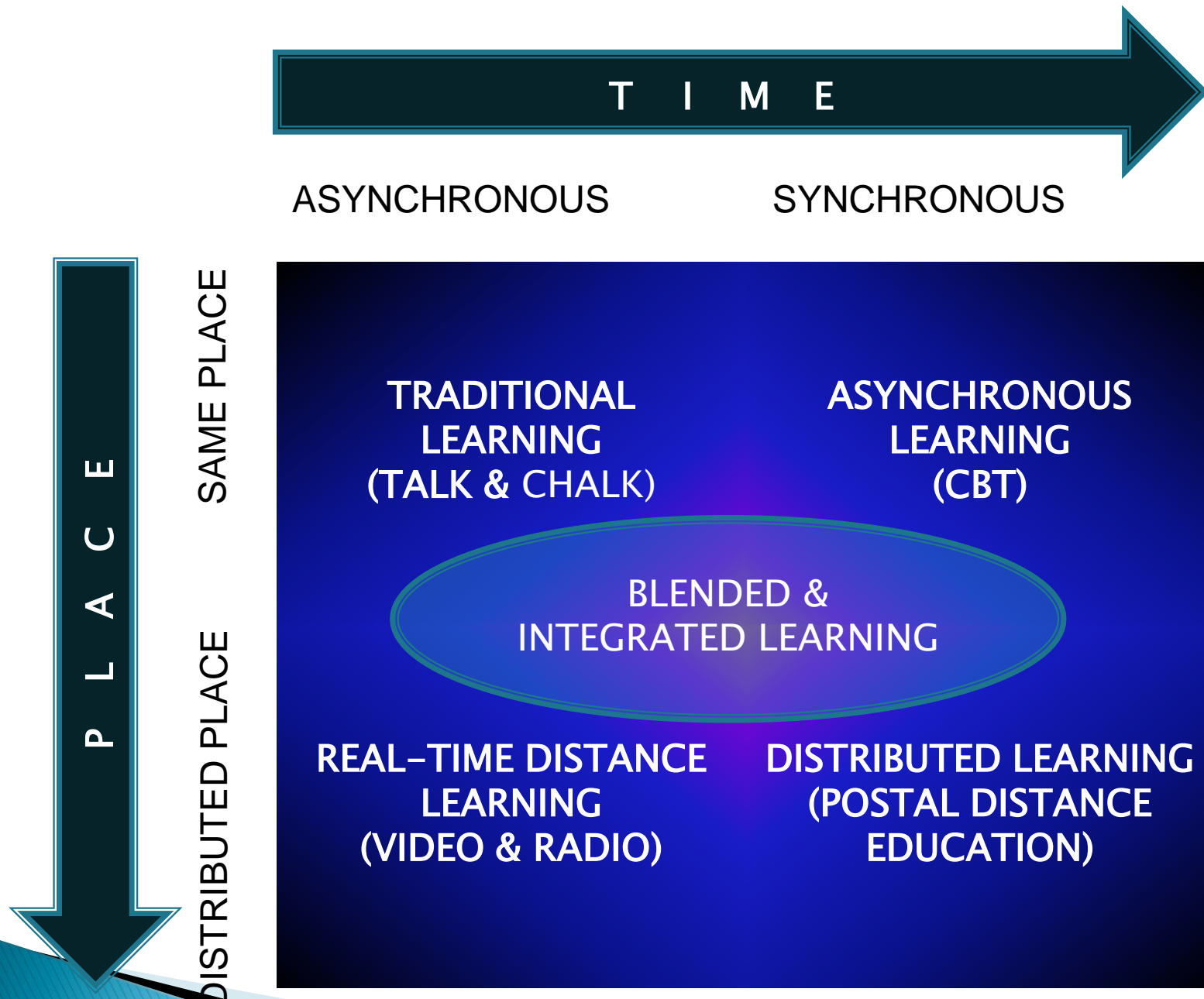
- ▶ **Contact between lecturer and students**
 - ▶ **Cooperation between students**
 - ▶ **Encouragement of active learning**
 - ▶ **Giving rich and rapid feedback**
 - ▶ **Emphasizes time on task**
 - ▶ **Communicating high expectations**
 - ▶ **Respect diverse talents and ways of learning**
- (Chickering and Gamson)**

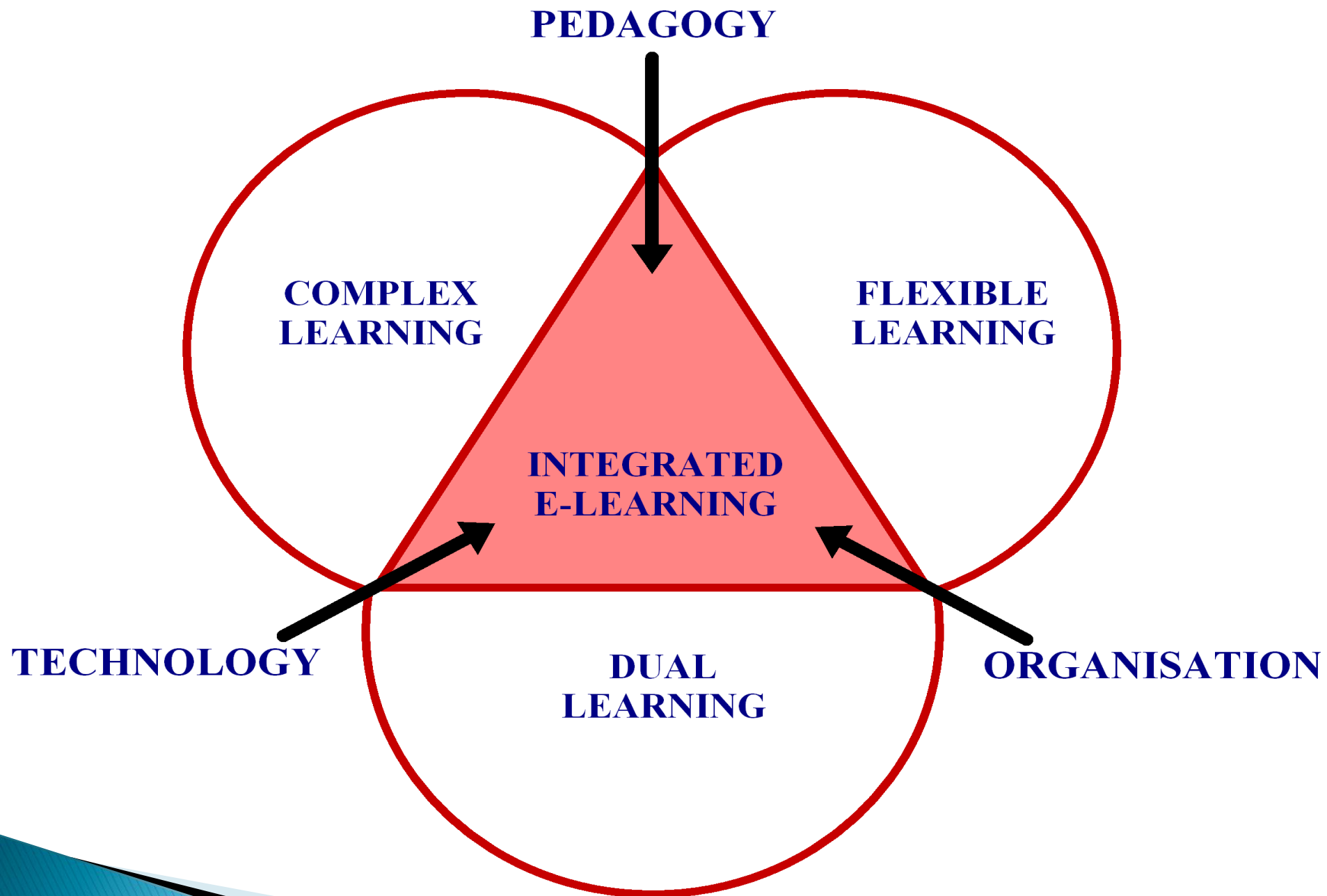
What is Good Learning?

- ▶ Move to a learner–centric approach
- ▶ Constructivism – these factors of good learning is taken into account:
 - personal background
 - interpretations and perspectives
 - social collaboration and negotiation
 - larger cultural and social perspectives
 - authenticity and context of knowledge

(Sami Paavola & Minna Lakkala)







(Jochems et al)

Flexible learning

- ▶ ...flexibility with regard to time and place and flexibility with regard to student needs...

Complex learning

- ▶ another type of “Skills” is required for the society of tomorrow....

Dual learning

... Complex Learning and Flexible Learning meets in the field of *Dual Learning* ...

- It stresses the importance of realistic learning tasks
- It may help to close the gap between formal education and professional practice

What's in it for me?

“Tools” used over the past 25 years:

Classroom edutainment supported by:

- ▶ **Prescribed reference books**
- ▶ **Notes**
- ▶ **Overhead slides**
- ▶ **Machetes**
- ▶ **Computer Technology and data projectors**
- ▶ **Web-based electronic learner management systems**

Definition of Insanity

To keep on doing the same things and hope to see change...

Resistance to change

In a time of change, it is the learners who inherit the future. The learned finds themselves equipped, in a world that no longer exists

.... Eric Hoffer

So – eLearning is good for you!

- ▶ To implement is more like forcing medicine down the throat of a sick but very stubborn sick

More models

- ▶ ADDIE for implementation of strategies
 - (Analysis, Design, Development, Implementation and Evaluation)
- ▶ Building relationships – tune down strong personalities
- ▶ Prototyping
- ▶ ‘Flirting’ with the auditors and the director finance?
- ▶ Transformative T&L
- ▶ Business model approach – customer needs

The Human Relations Theory Matrix

Viewing McGregor's Theories X and Y in combination with Theories U and T provides a richer view of executive options for effecting change.

Theory T (Tragic)	<i>Controllers</i> , aka Hobbesists, in honor of the English philosopher Thomas Hobbes. Human beings are both self-centered and unintelligent. Left to their own devices they will steal what they do not destroy. Total control is the only way to get anything done.	<i>Constitutionalists</i> , aka Madisonians, in honor of James Madison and his fellow framers of the U.S. Constitution. Human beings thrive in freedom. Under the wrong system, they will actualize themselves by seeking absolute power. The answer is a system of checks and balances and due processes.
Theory U (Utopian)	<i>Programmers</i> , aka Taylorists, in honor of Frederick Winslow Taylor, the father of scientific management. Human beings are like machines. They generally don't know what they want or how to coordinate their activities. Given a scientifically established scheme of rewards and punishments, they can be prodded into perfect alignment.	<i>Freedom Lovers</i> , aka Petersians, in honor of management guru Tom Peters (though many other gurus would do). Human beings are inherently self-starting and self-organizing. They will achieve miracles if only their bosses would stop telling them what to do. So just let freedom reign.
	Theory X	Theory Y

WHAT NOW?

- ▶ Theory U and Change Management?
- ▶ Change mind-set
- ▶ What's in it for me?
- ▶ Perceptions and expectations
- ▶ Whose responsibility is this
“Using Technology for Learning & Teaching”
thing?