



39th ARTDO International Leadership and HRD Conference

**Enriching Borderless
Learnvironments**

**Development of Global
Learning Community**

Emerging Issues for Applied Learning
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Introduction

- ❖ Globalisation in the 21st century continues to bring many new paradigms of developments.
- ❖ Learner today is more digitally savvy, mobile and socially interactive.
- ❖ Knowledge is also contextual of the time and place where it is generated, modified, and exploited.



Cont...

- ❖ The changing scenario calls for paradigm shift in education development and delivery mechanisms.
- ❖ There is has to be fusion of global perspectives and local context of the learning.
- ❖ The development of Global Learning Community (GLC) is a step towards this direction.



Global Learning

- ❖ Global learning is the amalgamation of multiple, diverse, and global perspectives.
- ❖ It helps today's and tomorrow's generation to acquire the competencies to become a global citizen.
- ❖ This would be useful in ensuring more effective functioning of the increasingly complex and interdependent world.



Cont...

- ❖ The digital world are great platform for sharing diverse experiences, learning and perspectives.
- ❖ Such collaborative learning pave the way for more critical thinking and problem-solving.
- ❖ However, any GLC has to address complexities and conflicts in increasing interconnectedness and interdependence.



Developing Global Learning Community

- ❖ Learning community is characterised by non-hierarchy and equitable flow of ideas and learning.
- ❖ Collective benefits require cooperation, honest communication, and values of trust.
- ❖ New tools and mechanisms would be required for effective and safe global learning.



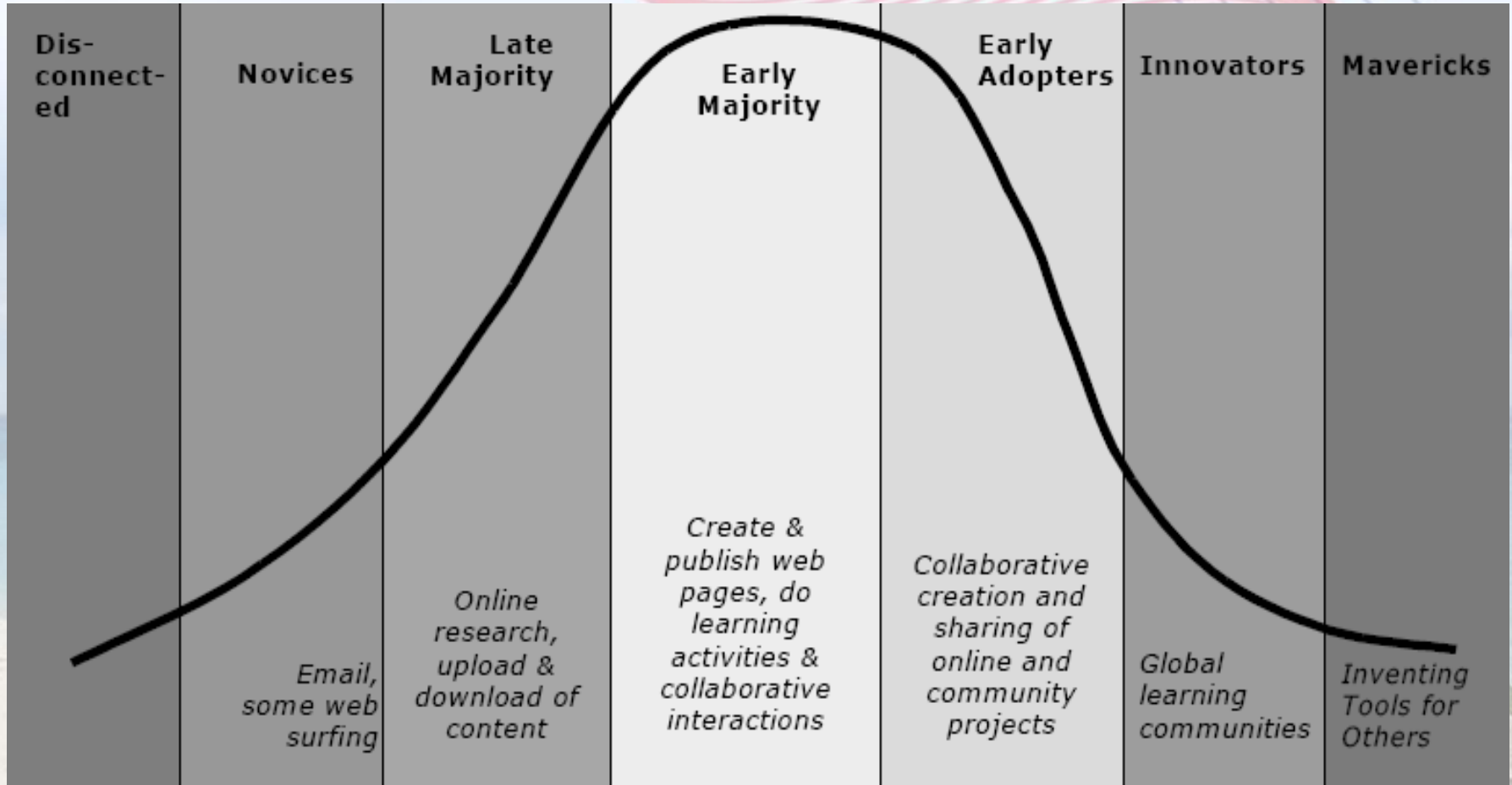
ICT and Global Learning Community

- ❖ A Global Learning Centers can combine library, cyber café, classroom, community education etc.
- ❖ These centers can collaborate for sharing learning resources including content, curriculum and infrastructure through ICT.
- ❖ ICT also helps these centers to collaborate with different stakeholders including government, NGO and private learning communities across the globe.



ICT and Global Learning Curve

(Bernie Trilling, 2005)





Role of Information Profession

- ❖ The information professionals should be a facilitator than controller of the information.
- ❖ Smoothing the free flow of information would not be an easy task.
- ❖ Meaning of information may lost in the multiplicity of the sources of the information.
- ❖ Developing a perfect content which is acceptable for all would decide growth of the profession.



Global Learning Communities in Developing Countries

- ❖ The Cyber Technology Centers are evolving into Community Learning Centers in developing countries
- ❖ Some programs focus on laptops and software and fall short because teacher training is poor.
- ❖ There is huge variance in approaches and services delivery of the learning centers, which reflect variance in leadership, technology, training, etc.



Challenges of GLC in Developing Countries

Political

- ❖ Limited or no strategic learning plan
- ❖ Division in internal groups
- ❖ Variance in leadership strengths
- ❖ Government support and interference

Organizational

- ❖ Lack of leadership and career development training
- ❖ Lack of national architecture or plan
- ❖ Limited or no community plan
- ❖ Small volunteer programs



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Operational

- ❖ Aging facilities - Old PC Technology
- ❖ Limited or highly restrictive Internet filtering
- ❖ Lack of curriculum and Few content/book resources
- ❖ Unaware of other program structures

Funding

- ❖ Grant and government restrictions
- ❖ Weak community and business relationship
- ❖ Community funding creates community ownership



Cont...

Services

- ❖ Volunteers without training programs
- ❖ Weak understanding of adult learning programs
- ❖ Weak integration of ICT with school programs, faith-based programs and social service programs



Global Learning – Some Managerial Implications

- ❖ Several institutions offer a comprehensive range of learning solutions and services to the corporate.
- ❖ For example, NIIT, driven by its vision of developing global talent, helps building employable and industry-ready professionals.
- ❖ It also works closely with global leaders in the technology industry to provide training on state-of-the-art technology platforms.



Cont...

- ❖ Firms can also go for strategic alliances to ensure development of most updated skills as per changes in technology trends.
- ❖ The IT centers, centers of advanced learning, and other institutions should collaborate to develop a pool of training tools and trainer keeping in mind the need of the tomorrow.



Localizing Global Training

- ❖ Learning and development is to be the integral part of all companies.
- ❖ The ability of global learning professional should not be limited to preparing learning and development content for the company.
- ❖ The global learning professionals are expected to understand the cultural differences and contextualize global learning with the local realities.



Cont...

- ❖ The cultural variable drives and decides the nature of training purpose, training content, training infrastructure and style of training.
- ❖ Companies should tune the training materials to ensure optimum learning to the end users.
- ❖ For example, the training instruction materials should match with the audience background focusing on native languages, cultural learning styles and reading levels.



Cont...

- ❖ The image material are used in training because images help people reinforce and remember the meaning behind certain messages.
- ❖ However, a particular image may carry different and at time contradictory connotations in different cultural settings.
- ❖ Designs and colors also have different impact and reactions in different cultural context and may offend and confuse the end udders.



Subsidiary Knowledge for Global Learning

- ❖ The diversity-based experience of a subsidiary helps develop more unique and tacit knowledge in the host country than time-based experience does.
- ❖ However, knowledge acquired through diverse experience requires enough absorptive capacity on the part of the recipients to grasp it.
- ❖ Subsidiaries with high managerial autonomy gain more unique and valuable knowledge through daily operations in the local market.



Globalization of R&D

- ❖ Since 1980s the high end industrialized countries have been increasing investments abroad for R&D.
- ❖ Such investment is driven by firms' needs to acquire new knowledge and capabilities, and to gain access to unique human resources.
- ❖ The proliferation of knowledge centers across the world has strengthened the incentives for MNCs to go for global knowledge sourcing.



Cont...

- ❖ The evolution of overseas R&D labs shows its three different roles: support, locally integrated and internationally interdependent categories.
- ❖ The supply side factors including technological capability, research infrastructure and availability of local scientific personnel are most important in affecting the strategic positioning of these labs.



Cont...

- ❖ The collaboration of corporate and higher education institutions is driven by high quality academic knowledge base, openness of academic institutions and a pool of well-trained scientific personnel.
- ❖ Such global collaboration is an attractive avenue for gaining access to leading scientific expertise without a strong overseas R&D presence.



Case Study: ICT for Distance Learning

Symbiosis Centre for Distance Learning (SCDL, India

- ❖ SCDL offers blended learning programmes combining self-learning material, e-learning, online learning and faculty-based learning.
- ❖ Today, SCDL serves more than 200,000 students from all parts of India and over 40 different countries pursuing various programmes through distance learning.



Constrained and Challenges

- ❖ Training existing staff in IT skills and recruit trained manpower.
- ❖ Motivating existing staff and faculty members for training on the various uses of ICT, e-learning, online teaching etc.
- ❖ Implementation of IT solutions and online learning components as part of the education delivery model of SCDL.
- ❖ Tracking, managing and maintaining complete data.
- ❖ Maintaining a culture of professionalism in dealing with students and ensuring high efficiency at all levels of administration and management.



Use of ICT and its Outcome

- ❖ Increasing student-satisfaction and decreasing drop-out rate.
- ❖ Accurate tracking and preparation of academic, administrative and managerial data/reports.
- ❖ Accuracy of data to take key strategic and policy decisions.
- ❖ Self-paced learning environment provides great convenience and flexibility to students
- ❖ Reduction in costs and overheads associated with manpower, administration, evaluation, dispatch etc



What More to be Done

- ❖ The distance learning centers should go for more innovative tools of learning and teaching.
- ❖ For example, introducing faculty chat sessions wherein students can interact with faculty.
- ❖ Virtual classrooms to facilitate student and faculty interactions in a classroom environment
- ❖ Online career counseling for prospective students.
- ❖ Extending facilities of enquiries/query to students using an online system



THANK YOU

