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20. konferenca
Dnevi slovenske informatike

Predstavitev projekta

Aristotele
Learning Knowledge Innovation

Dominika Oblak, Janez Hrastnik

15. 04. 2013

slovensko
društvo
informatika

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ARISTOTELE - Novi pristopi k učeči organizaciji in inovativnosti

O projektu:

Aristotele — Learning Knowledge Innovation

Ime projekta:

ARISTOTELE - Personalized Learning & Collaborative Working Environments Fostering Social Creativity and Innovations Inside the Organizations

Datum pričetka: 01/07/2010

Trajanje: 36 mesecev + 6

Budget: 6.7 M€ (4.5M€ funding by the EC)

Ključne besede: organizational learning, personalized learning, collaborative learning, knowledge management, human resource management, collective intelligence, didactic models

: http://www.aristotele-ip.eu/
: https://twitter.com/Aristotele_ip
: http://www.linkedin.com/groups/Aristotele-4018485/about
: http://www.facebook.com/pages/ARISTOTELE-PROJECT/245503055490961

Call (part) identifier: FP7-ICT-2009-5, Funding scheme: Collaborative project

ARISTOTELE - Partnerji

Research and Academic

CRMPA

Centro di Ricerca in Matematica Pura ed Applicata,

http://www.crmpa.it/

UDE

University of Essen, Germany

http://www.uni-due.de/en/

UIBK

University of Innsbruck, Austria

http://www.uibk.ac.at/

UNIMI

Università degli Studi di Milano, Italy

http://www.unimi.it/

Technical

ENG

Engineering Ingegneria Informatica SpA, Italy

http://www.eng.it/web/eng/home

MOMA

MOMA - Modelli Matematici ed Applicazioni SpA, Italy

http://www.momanet.it/

Pilot

AMIS

Amis d.o.o, Slovenia

http://www.amis.net/web3/

PHI

Publicis Healthware International, Italy

http://www.publicishealthware.com

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Vloga AMIS-a v projektu

zanesljivo amis

Amis v projektu nastopa v vlogi industrijskega partnerja, kjer ima ključno vlogo pri definiranju uporabniških zahtev ter evalvaciji novih konceptov in programske opreme.

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Struktura projekta ARISTOTELE

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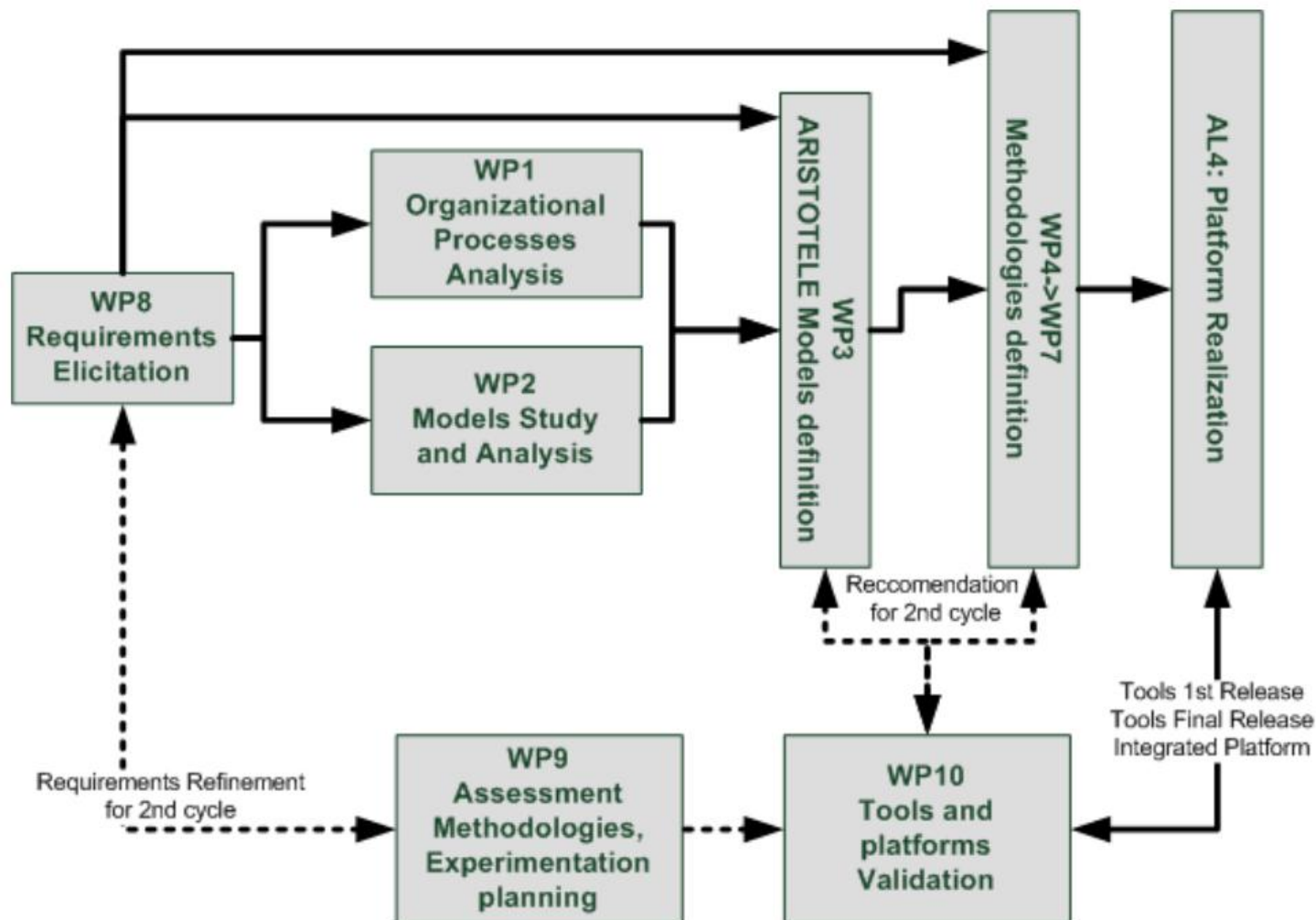Kongresni center Grand hotel Bernardin | Portorož | Slovenija
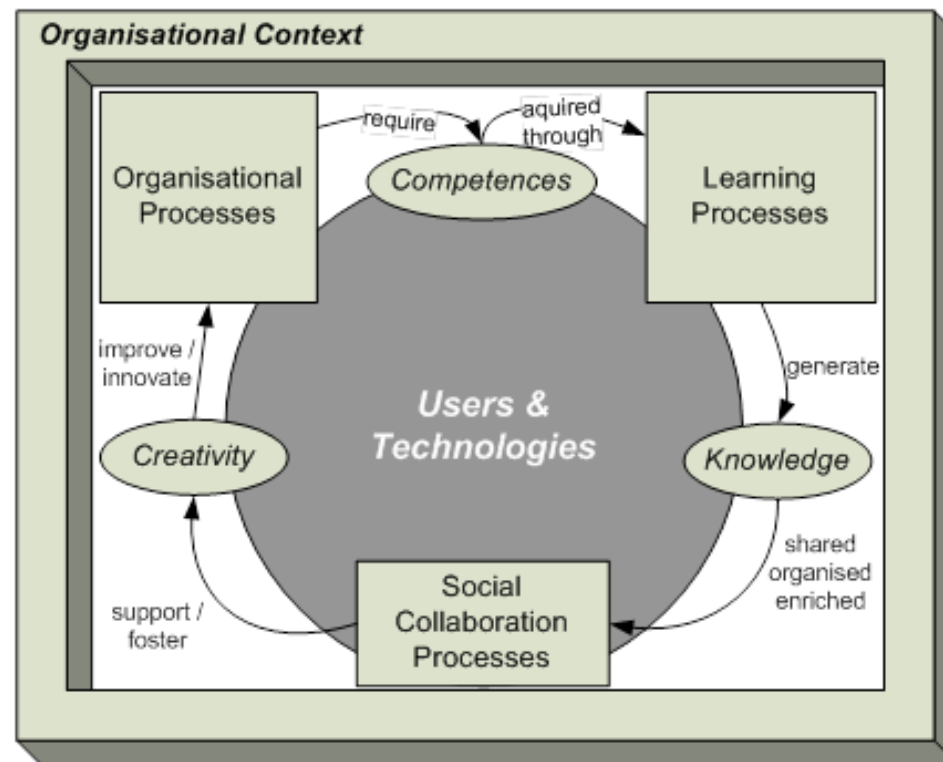15. - 17. april 2013
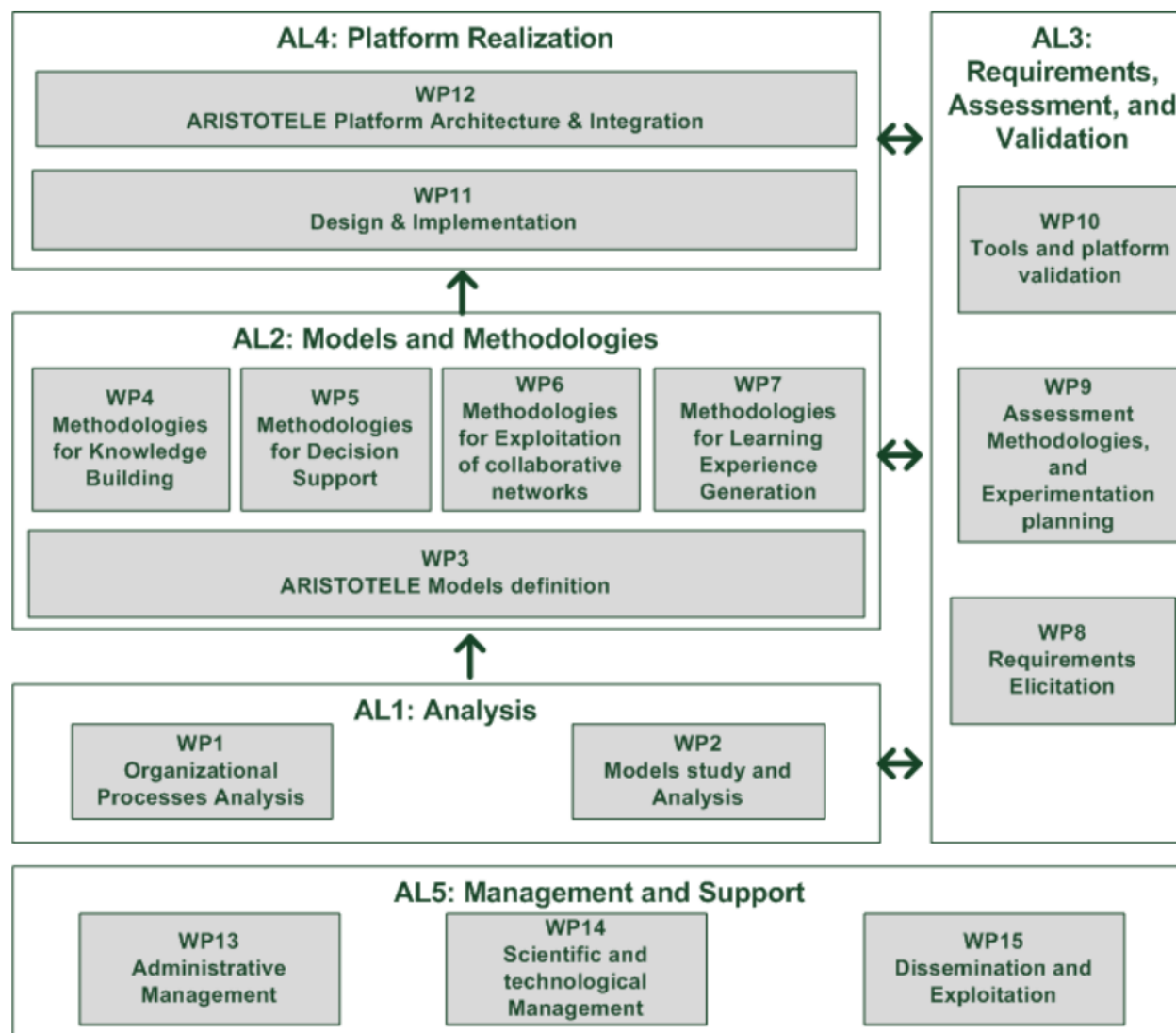
Odvisnosti med fazami projekta

Cilji projekta

Podjetja večinoma upravljajo

- organizacijske procese
- učne procese in
- procese s področja socialnega sodelovanja

ločeno.

ARISTOTELE poskuša s pomočjo zbiranja in sledenja nepredmetnim vrednostim kot so kreativnost, kompetence in znanje ta področja povezati in „izkoristiti". V centru cikla sta delavec ter tehnologije. S povezavo vseh teh procesov se proces učenja in izobraževanja ter komunikacije zaposlenih v podjetjih in organizacijah bistveno izboljša. Modeli, metodologije in orodja, ki jih partnerji v projektu razvijajo, pa s pridobivanjem, obdelavo in izmenjavo informacij ter znanja znotraj podjetja pripomorejo k razvoju kompetenc in ustvarjalnosti.

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Kaj ARISTOTELE izboljšuje?

- **Učenje & Izobraževanje**: Izboljšanje procesov učenja in usposabljanja, prilagojenih potrebam in pričakovanjem. Zmanjšanje razkoraka med načinom izobraževanja in dejanskimi potrebami. Pomoč pri uporabi formalnega in neformalnega znanja ter v delovnem procesu pridobljenih izkušenj.

- **Upravljanje s človeškimi viri**: Podpora pri procesih zaposlovanja, „razvoju" človeških virov, razporejanju virov,..

- **Sodelovanje**: Izboljšanje sodelovanj med zaposlenimi s pomočjo deljenja znanj in orodij družbenih omrežij.

- **Upravljanje znanja**: Izboljšava praks upravljanja znanja. Integracija razdrobljenih podatkov, informacij, orodij in okolij, s katerimi se delavci srečujejo pri vsakodnevnem delu. Pomoč pri ustvarjanju „kolektivne inteligence".

- **Inovacije**: Spodbujanje inovacijskih procesov.

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Rezultati projekta

Semantični modeli:
- model znanja
- model kompetenc
- model delavca
- model učnih in delovnih izkušenj

Metodologije:
- za grajenje znanja
- za spodbujanje osebnega delovnega in učnega okolja
- za odločitveni sistem na področju upravljanja človeških virov
- za „izrabo" družbenih omrežij
- za spodbujanje tovarn inovacij
- za ustvarjanje učnih izkušenj

Orodja:
- učenje in izobraževanje (LEG - Learning Experience Generation)
- upravljanje s kadri (HRM - Human Resource Management)
- osebno delovno in učno okolje (PWLE – Personal Work and Learning Environment)
- upravljanje in gradnjo znanj (KB – Knowledge Building)
- inovacije (Innovation Factory, Recommender systems)

Integrirana platforma

Ločene aplikacije:
- npr. Resume Analyzer (Apps for Office)

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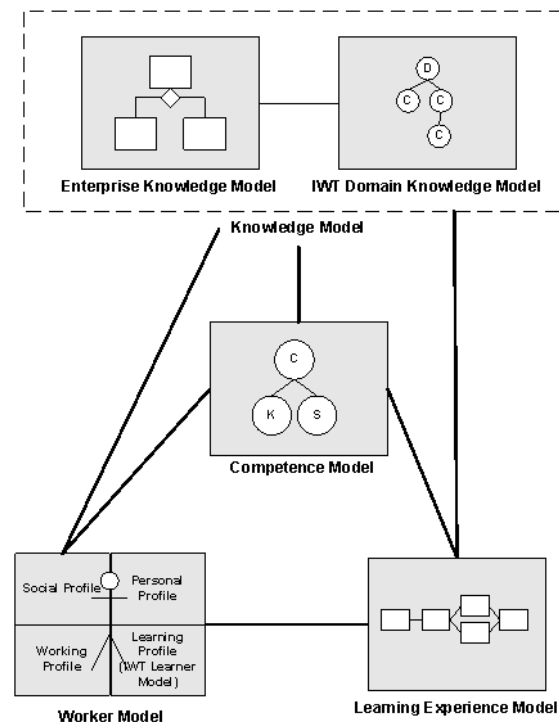
Integrirana platforma - Arhitektura
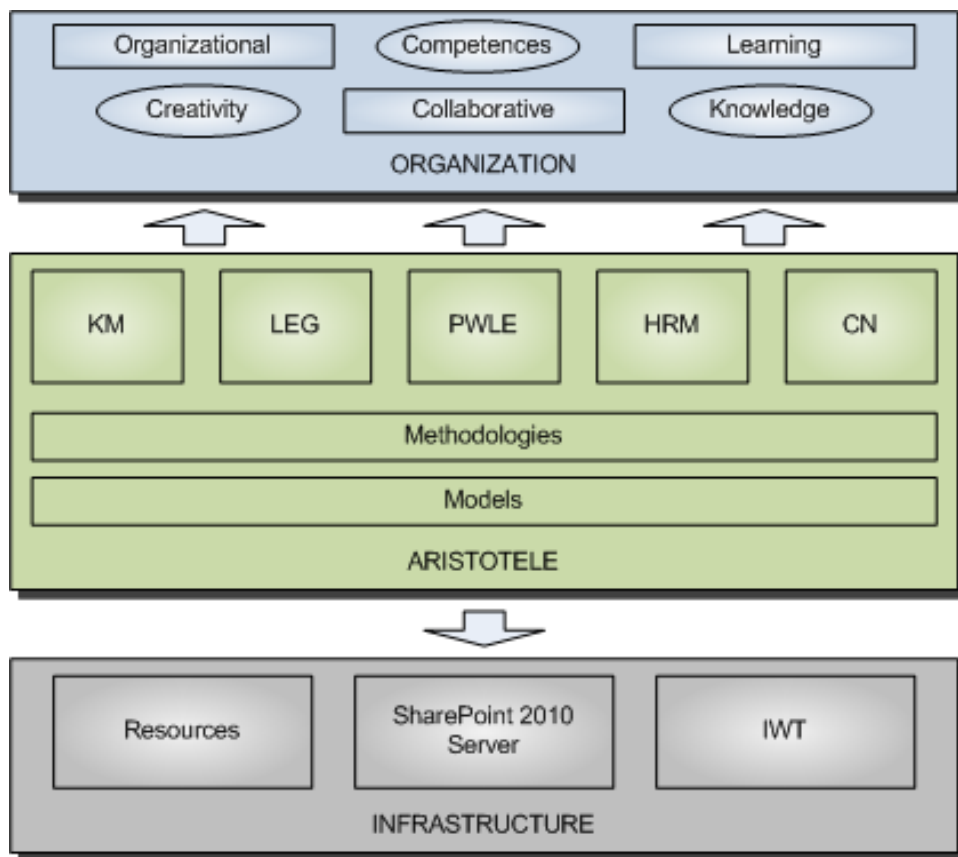
ARISTOTELE context diagram

Logical View

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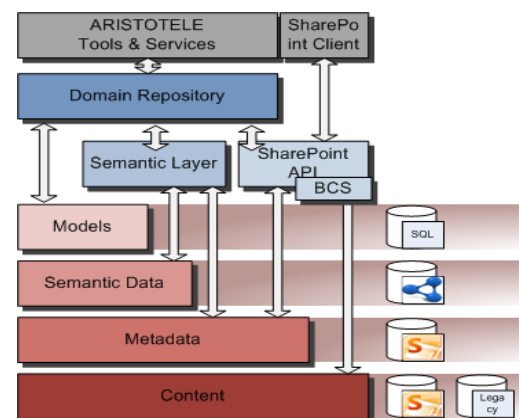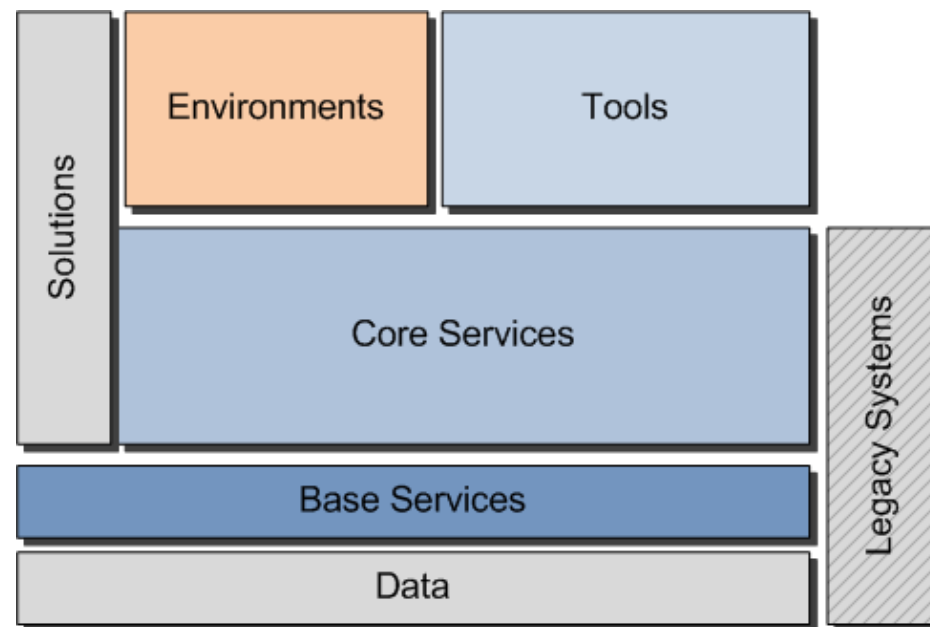
ARISTOTELE – PWLE – Personal Work and Learning Environment

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ARISTOTELE – Scenarij 1: pripis kompetenc na osnovi novo ustvarjenega dokumenta

Pripis kompetenc:

- Sistem s pomočjo podatkov, kakšne dokumente zaposleni ustvarja ali prebira, katera šolanja je opravil ali kakšno nalogo je uspešno končal, sklepa, katere kompetence je pridobil.

- Sistem novo pridobljene kompetence samodejno zazna, pripis kompetenc pa se izvede interaktivno.

- Potrditev in preverjanje

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ARISTOTELE – Scenarij 2: proces zaposlitve – izbira primernega kandidata

CV Analyser :

- naloži prispele življenjepise iskalcev zaposlitve (CV) v zbirko življenjepisov

- omogoča definiranje profila prostega delovnega mesta – potrebne lastnosti, znanja in kompetence, karakterne lastnosti

- generiranje predlogov primernih kandidatov => izbor CV-ja, ki najbolj ustreza opisu delovnega mesta s stališča potrebnih kompetenc in karakternih lastnosti iskalca zaposlitve

- profil -> priprava prilagojenih ustreznih izobraževanj

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ARISTOTELE – Scenarij 3: izvedba samostojnega učenja

Samostojni tečaj:

- Samostojno učenje s pomočjo vsebin (dokumentov, grafik, video ali zvočnih zapisov), ki jih sistem ponudi na osnovi zgodovine nalog, ki jih je zaposleni v preteklosti opravljal, dokumentov, ki jih je prebiral ali ustvarjal ter v sistemu zapisanih kompetenc zaposlenega.

- Definicija učnih ciljev

- Preverjanje pridobljenega znanja in kompetenc s pomočjo predpripravljenega večstopenjskega vprašalnika.

- Po uspešno opravljenem preverjanju, sistem v seznam kompetenc pripiše novo pridobljene.

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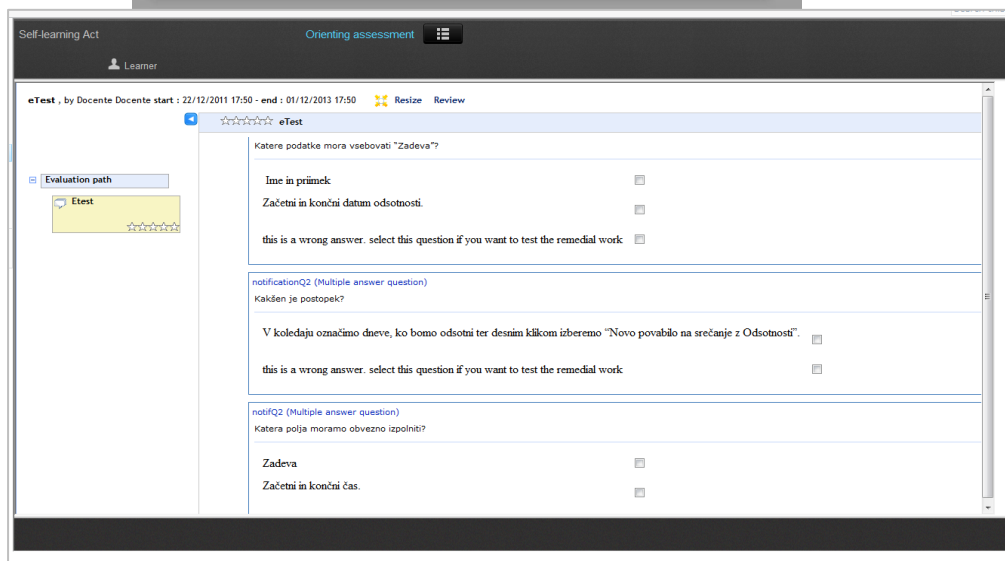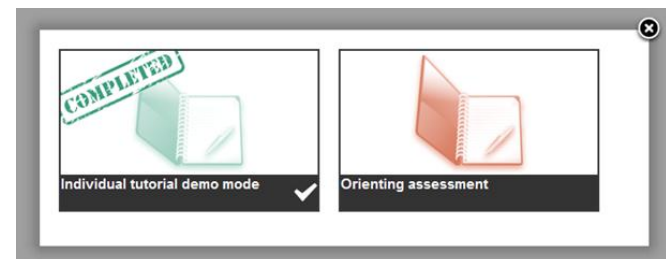
ARISTOTELE – Scenarij 4: priporočilni sistem

Priprava predlogov:

- Pri definiranju projektov
  - Primeri projektov s podobnimi cilji -> pomoč pri definiciji rezultatov, nalog
  - Predlogi dokumentov z isto ali podobno tematiko
- Pri dodeljeni nalogi
  - Podobne naloge
  - Predlogi dokumentov
  - Predlogi strokovnjakov

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ARISTOTELE – Scenarij 5: formiranje tima

Formiranje tima:

- Projektu definiramo kompetence, ki so potrebne za izvedbo ter določimo najpomembnejše.

- HRM orodje predlaga optimalni tim za izvedbo projekta, pri čemer upošteva kompetence, razpoložljivosti in medsebojno povezanost bosočih sodelavcev na projektu.
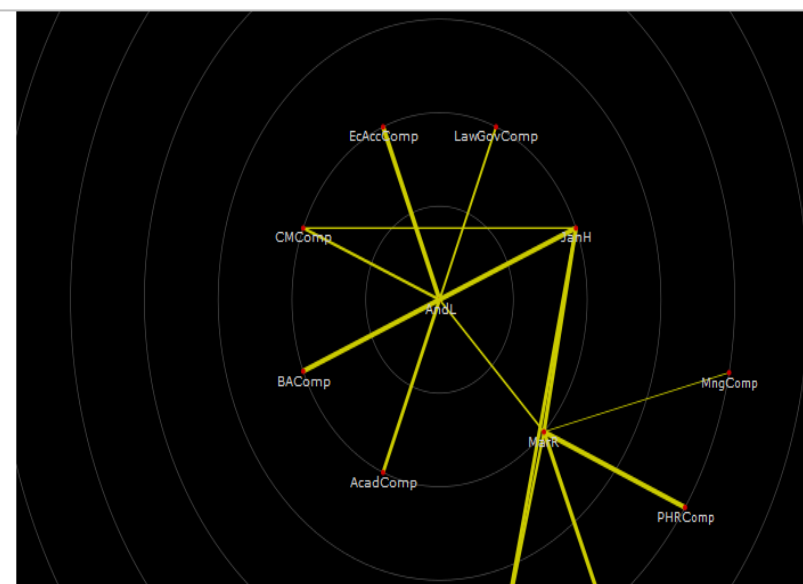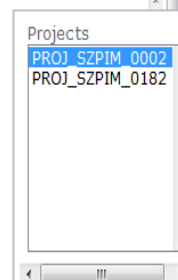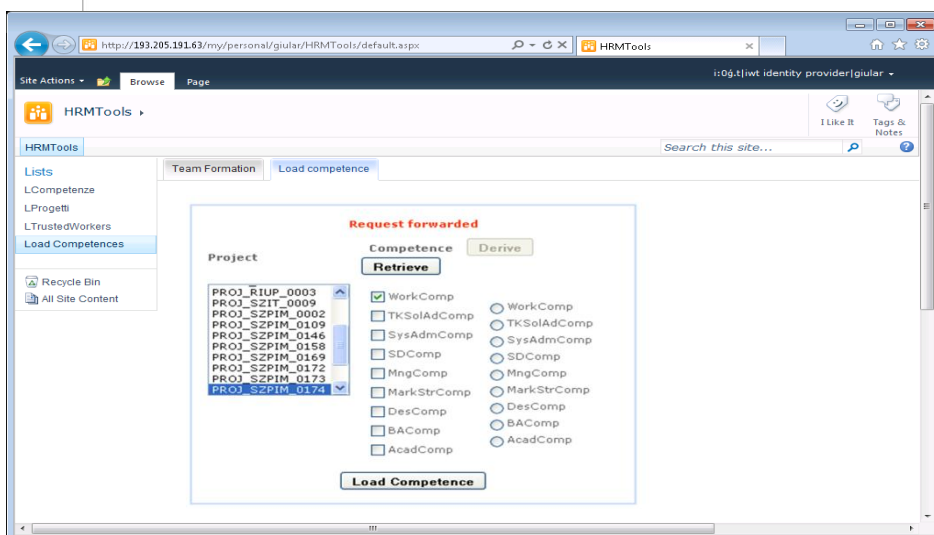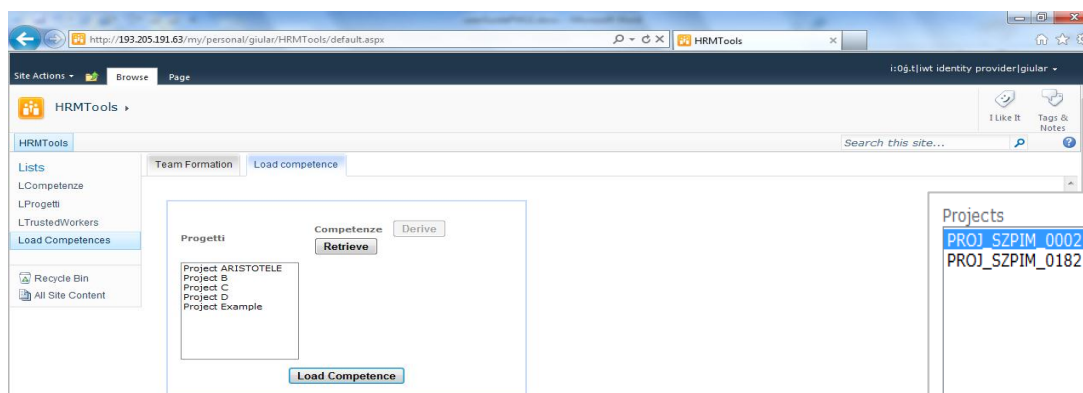
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ARISTOTELE

- Evaluacija končnih rezultatov – september 2013

- več informacij: dominika.oblak@amis.si, janez.hrastnik@amis.si

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Hvala za vašo pozornost !

Vprašanja?

Pripombe?

Predlogi?

ARISTOTELE models

The following four models have been identified and defined:

- Knowledge Model, providing a representation of the enterprise and domain knowledge. This model focuses on representing concepts and relationships about the enterprise strategies, processes, activities, valuable contents, roles, as well as on the specific knowledge domain relating, for instance, to the competences to develop.

- Competence Model, providing a representation of competences and relating competences to other concepts such as, for instance, context.

- Worker Model, providing a representation of the worker and of several concepts relating to her/his enterprise dimensions such as social, learning, working and personal ones.

- Learning Experience Model, providing a representation of the learning experience that can be generated to fulfill a competence gap, as well as a representation of learning activities including socio-collaborative ones.

ARISTOTELE Objectives: Learning & Training

- Objective

  - Improvement of the learning and training processes tailored to knowledge worker needs and expectations

- Achieved through

  - Support the worker with the identification of learning objectives

    - Relating them to the competences to develop (needs)

    - Suggesting them starting form past experiences of «Champions»

  - Generation of personalised learning experiences based on different didactic methods tailored on worker needs

- Measured by

  - L&T outcome indicators

- Strategic Objectives impacted

  - Improve HR efficency, Ensure human capital readiness, attract and retain best emplyees

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ARISTOTELE Objectives: Human Resource Management

- Objective

  - Supporting Human Resource development, team formation, allocation, recruitment

- Achieved through

  - Identification of an optimum set of workers and related competences development approach

  - Use of trust relationships among workers in defining team

  - Extraction and analysis of competencies and personal traits from CV in the recruitment process

- Measured by

  - HRM outcome indicators

- Strategic objectives impacted

  - Improve HR efficiency, Create a high performance organisation, provide know-how and guidance, create a positive environment

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ARISTOTELE Objectives: Collaboration

- Objective

    – Improve collaboration among workers using social approach and sharing knowledge

- Achieved through

    – Building an environment that motivates and supports the workers during their activities in sharing knowledge and experiences

    – Enabling the process of knowledge exchange between worker and organisation (and viceversa)

    – Supporting the identification of relations among entities (resources, persons, etc.) taking into account practices to be shared within the organisation

    – Recommending champions and resources to support the development of competences using social activities

- Measured by

    – Collaboration outcome indicators

- Strategic objectives impacted

    – Attract and retain best employees, increase best practices sharing, develop climate for action

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ARISTOTELE Objectives: Knowledge Management

- Objective

    - Improvement of the knowledge management practices

- Achieved through

    - Represent main enterprise assets (competences, workers, tasks, activities, organisational knowledge, etc.) through conceptual models

    - Use of semantic technologies for correlating enterprise assets

    - Use of ontologies for representing organisational knowledge (kind of projects, activities, competence map, etc.)

    - knowledge elicitation (extraction and alignment) from User Generated Contents

    - Organisational knowledge updating (ontology merging)

- Measured by

    - KM outcome indicators

- Strategic objective impacted

    - Return of capital employed, improve customer focused solutions, Create a high performance organisation, develop climate for action

ARISTOTELE Objectives: Innovation

- Objective

  - Fostering innovation processes

- Achieved through

  - Supporting elicitation of requirements starting from not well specified information in order to implement or improve processes/services/products

  - Supporting the innovation capability of the worker fulfilling the competence gap through

    - Serendipitous approaches for coaching

    - Ad hoc learning methods and practices (e.g. brainstorming)

- Measured by

  - Innovation outcome indicators

- Strategic objectives impacted

  - Drive growth through innovation, developing and implement innovative solutions