

BOOST

A CASE STUDY FROM THE PILOTING PHASE IN GERMANY



Virtual Classroom



Bodo von der Heiden



edudip GmbH

In early January 2010 Torsten Kämper had a brilliant idea: to bring trainers and those eager to learn together on a web-based platform and support the virtual exchange of knowledge - that's the approach. This idea initiated the formation of the edudip GmbH in Aachen.

After some research and input from many trainers and teachers, was discovered that the planning and implementation of webinars has been very complicated and expensive. Edudip wanted to do things differently: namely simple.

BOOST Evaluation

We invited their senior IT specialist Bodo von der Heiden for a BOOST demo session. First we presented our approach and platform. Then he could test it – both as Manager and Employee. He provided very useful feedback that we recorded on video and he also filled in two questionnaires – for Company and Employee.

In our interview Bodo von der Heiden explained that their company has a flat structure and instead of a hierarchy they have so called *circles*. They organize their learning voluntarily and in a self-regulated way, based on the employees' decisions. This approach should stimulate intrinsic motivation of employees to learn. From their point of view the employee should have a control over his or her privacy and decide what to share and what to keep private. This is to support openness in the company. From the technical perspective they would put more emphasis on automatic tests, in order to monitor the learning progress of employees.

During Evaluation



What improvements would you suggest?

Automatic tests and changes of the “current status” are needed. So the management does not have to change the status of each employee manually.

Did BOOST help you as employee?

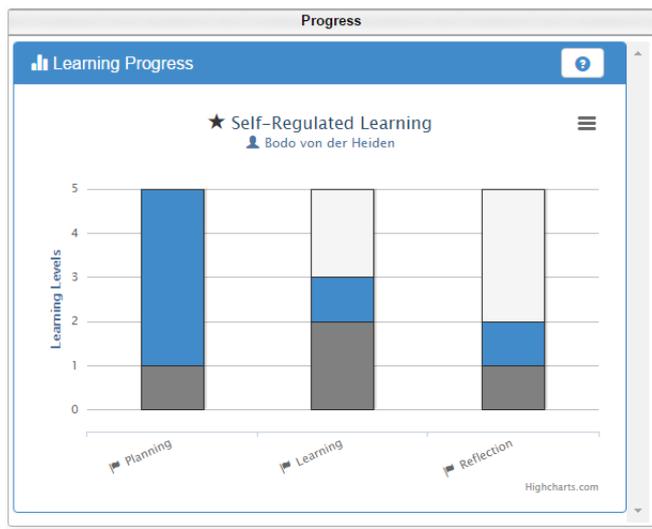
Currently I store my learning links in different places, i.e. browser bookmarks etc. With BOOST I can store it on one place, but there must be more support like bookmark directly from the browser.

What to improve for employees?

I do not like to run to my management to change the “current status”. There must be automatic tests or automatic changes of the current status, i.e. if I saw a video or made a test.

For a productive system also usability should be improved.

I think this side would not work on smart phones, but a mobile page would be very helpful. Then I can learn in bus or on other places.



Conclusion



We have no management which will tell the employees what they should learn, so up to now they do not check the learning process. But in the future if our company gets bigger the BOOST approach can be quite useful.