

Collaborative learning in the virtual workplace

[Business](#), [Human Resources](#)



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In the face of globalisation, learning is increasingly moving virtual as many trainings move from class to the internet. Consensus appears to be that online learning is effective, reduces costs, saves on time and very many participants can be engaged in a single session. With online learning it is possible to collaboratively engage learners, integrate training with job experiences, engage individuals in different locations, ensure continuity and have thousands of workers contribute for instance on a message by the CEO at the same time (Young, 2009). It is therefore important to understand what makes a good online learning experience.

As a learning facilitator, my goal and therefore ultimate expectation is for students to collaboratively get the course content and concepts. I will therefore expect the design of an online learning program to facilitate participant engagement, concentration and lively participation. The technology should allow me as a facilitator to monitor and track every individual student's activity, respond to their learning concerns and therefore meet their expectations. The program should therefore encourage me as the facilitator to pull more rather than pushing, as this is the only way to gauge whether the learners are progressing (Brindly and Walti, 2009).

My other expectation of an online learning program is the technology should be user friendly and offer a platform for groups to build social networks in that the entire experience is anchored on experimentation with ideas that assist the organisation. The program should also create an enabling environment for continuous improvement by spreading the events over time. The program should also put into consideration the unique situations such

as differences in time zones, work schedules and availability so that no learner is left behind. Virtual instructor-led trainings will define the future of learning and therefore the goal should to identify technologies that enable improved collaboration and interactive participations.

References

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