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Lifelong Learning Programme

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Learn to Lead

www.learn2lead.unina.it

INTRODUCTION

Almost all productive activity involves work by teams of competing and collaborating individuals, each with their own personalities, motivations and skills. Effective team leaders manage these dynamics in ways that help the team to meet its objectives, for this reasons they need to develop their technical as well as managerial skills. Effective training in these areas is scarce and available only in high quality MBA programs or in corporations. The Learn2Lead (L2L) project has been funded by the European Community to respond to this general need. An interdisciplinary consortium over Europe has been set up to design, implement and test a novel online approach to training in team leadership, suitable for use in SMEs, small government offices, NGOs.

GOAL

The goal of the L2L project will be to create a training programme, based on an online game. In the game, each learner manages a simulated team of employees (e.g. a team of workers in a bank agency, a post-office or a local government office) which competes against other teams to maximize its objectives (e.g. profit, volume of services delivered, customer satisfaction). An underlying computer model will show the effects of player's decisions (e.g. recruitment, training, incentives and disciplinary measures, organizational measures) on the dynamics and efficiency of the team. The system will allow the user to experiment with different approaches before competing with other players. Play will be asynchronous (players will not be required to be online at the same time). The game will be suitable for use, both for self-learning and for learning in a blended learning environment with the support of a tutor.

OPERATIONS

The project, which will last 24 months, started in January 2010 and will end in December 2011. Its milestones are: Needs Analysis Report; Model of the team dynamics; Game design document; L2L software, Trials delivery and report, L2L results. A Dissemination Activity Plan will contribute to raise awareness and spread the major results of the L2L Project among peers and specialized networks of excellence.

TARGET

All the professionals involved in Vocational Training, University staff members, companies and Organizations.

Consortium

National Research Council - Institute of Cognitive Sciences and Technologies – (CNR-ISTC). CNR-ISTC is the most important Italian research institution on Cognitive Sciences. In particular, the Laboratory of Artificial Life and Robotics carries out pioneering research in the area of artificial life, evolutionary robotics and emergence of communication. Its main research activity involves the study of artificial organisms that are embodied, situated and that adapt.
Web site : http://www.istc.cnr.it

University Federico II of Naples- The "Natural and Artificial Cognition Laboratory" at the Dipartimento di Scienze Relazionali is part of Università di Napoli Federico II (UNINA).UNINA researchers in the laboratory conduct research in many different areas of psychology and cognitive science. The focus of the activities is to reproduce psychological, social and biological phenomena in artificial systems and to apply the results in education and other domains.
Web Site : http://www.nac.unina.it

UNIVERSITAT JAUME I DE CASTELLÓN – (UJI): UJI is a pioneer in the use of new technologies and is a leading Spanish university with one of the highest external resources for research and development rates per professor. The Laboratorio de Psicología y Tecnología,LabPsiTec (www.labpsitec.es), is one of the excellence groups at the Universitat Jaume I de Castellón. Regarding the use of new technologies, the team is pioneering, both in the national as international field in the use of Virtual Reality (VR), Augmented Reality (AR) and Internet use in the Clinical Psychology field.
Web Sites: http://www.uji.es - http://www.labpsitec.es

Entropy KN – (ENT): ENT is a Consulting Society whose core strengths are in developing Human Resource services in a pragmatic and results orientated way. The ENTROPY team is composed of highly professional figures, from a wide organizational context. The ENTROPY Team provides a wide range of Human Resource services that facilitate organizational development. Entropy KN's Human Resource and Training Services are designed to improve productivity, efficiency, communication and employee morale.
Web Site: http://www.entropykn.net/

MF & PARTNERS CONSULTING (MF): MF is a Management Consultancy with great experience in international projects particularly in Europe. MF has a team of consultants specialized in management, training, marketing, trade development and partnerships. MF is specialized in high technology industry. MF participates directly in the development of the projects it manages, especially when they present a high level of innovation. After many years of practice, MF became an expert in international management.
Web Site: http://www.mfpartnersconsulting.com/.

Lincoln Social Computing (LiSC) Research Centre focuses on the investigation of the social aspects of computers and their use and includes researchers from avariety of disciplines and combines their interests. The Centre's activities include: computer gaming projects that investigate new game-play mechanics, exposing and exploiting the capabilities of emerging technologies (such a mobile computing), and also the development of ambient technology and the interface between pervasive systems and humans. Their work draws on social psychology and other sciences which attempt to provide theoretical explanations for social interactions between humans, creatures and digital devices and media.
Website: http://www.lincoln.ac.uk