

Fostering Knowledge Maturing in Enterprises

EU-funded Integrating Project MATURE investigates knowledge maturing as new forms of learning in businesses and organisations, a dynamic view on e-learning and knowledge management.



The Learning Technology Research Institute's Professor John Cook, Dr Andrew Ravenscroft and Claire Bradley will work on the project. John and Andrew attended the kick-off meeting in Karlsruhe April 2-4. MATURE is a Large-Scale Integrating Project (IP) with an overall budget of 9.1 million €, co-funded by the European Commission in the Seventh Framework Programme (FP7) in the area of Technology-Enhanced Learning. The project brings together Europe's leading companies and research institutes in the areas of informal learning, organizational learning, knowledge management, business process management, and semantic technologies.

MATURE builds on the lessons of the failures of organisation-driven approaches to technology-enhanced learning and the success of community-driven approaches in the spirit of Web 2.0. MATURE leverages the intrinsic motivation of employees to engage in collaborative learning activities, and aims at combining it with a new technology-enhanced form of organisational guidance. For that purpose, MATURE conceives individual learning processes to be interlinked (the output of a learning process is input to others) in a knowledge maturing process in which knowledge changes in nature. This knowledge can take the form of classical (learning) content in varying degrees of maturity, but also involves knowledge about tasks and processes or semantic structures (including competence models). The goal of MATURE is to better understand this maturing process, based on a series of empirical studies, and to build tools and services to reduce maturing barriers.

MATURE has four interlinked focus areas:

- an analysis of real-world maturing practices, resulting in a sound general conceptual model of the knowledge maturing process and ways to overcome relevant barriers including motivational and social ones
- a Personal Learning & Maturing Environment (PLME), embedded into the work environment, enabling and encouraging knowledge workers to engage in maturing activities within communities and beyond
- an Organisational Learning & Maturing Environment (OLME), enabling the organisation to analyze and to take up community activities, to reseed innovation processes and to apply guiding strategies in order to fulfil the role of leadership in organisation-wide development of competencies
- reusable Maturing Services for seeding and reseeded, and creating awareness of maturing-relevant individual and community activities

The consortium includes twelve partners from 5 European countries and is led by CIMNE (Barcelona, Spain) as administrative coordinator, and FZI Research Centre for Information Technologies (Karlsruhe, Germany) as Scientific Coordinator. Further partners include the Technical University of Graz, SAP, Leopold-Franzens-University of Innsbruck, University of Applied Sciences Northwestern Switzerland, Pontydysgu, University of Paderborn, London Metropolitan University, BOC, University of Warwick and Structuralia. Furthermore, MATURE has initiated a growing associate partner network of innovative SMEs and large companies as well as research partners from Germany, Austria, United Kingdom, Spain, and Israel. Interested companies are invited to join the network and participate in the developments.

More information:

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