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How to manage a large e-learning training project with internal know-how expertise

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SUMMARY

Because of the "big Crew change" but mainly because geosciences impose for each company to develop its own expertise and know-how, one of the key issues for skill development is knowledge capitalization and sharing throughout the organization, while experts have less and less time to share their knowledge towards affiliates. Because geoscience manipulates images with high quality and interpretative knowledge, distance learning becomes then a challenge. Key issue is to gather a group of experts, initiate, communicate, motive, accompany, train them in order to produce e-learning module, taking into account the specificity of distance learning and multimedia. The poster will present a process and examples of such projects carried out within Total EP.

This paper will present best practices for a large company to build, manage and deploy internally an e-learning project. Focus here is made on training all actors of the projects, methods and tools used for to build content with pedagogy, expert and project leader coaching, training design and multimedia technologies.