

MATURE – Continuous Social Learning in Knowledge Networks
Large-scale Integrating Project (IP)



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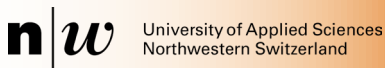
Project Facts

Budget: 9.1 million €
Timeline: April 2008 - March 2012

MATURE has a growing network of associate partners from industry and academia. If you are interested in joining, just visit the web site or contact us directly.

More information under
<http://mature-ip.eu>

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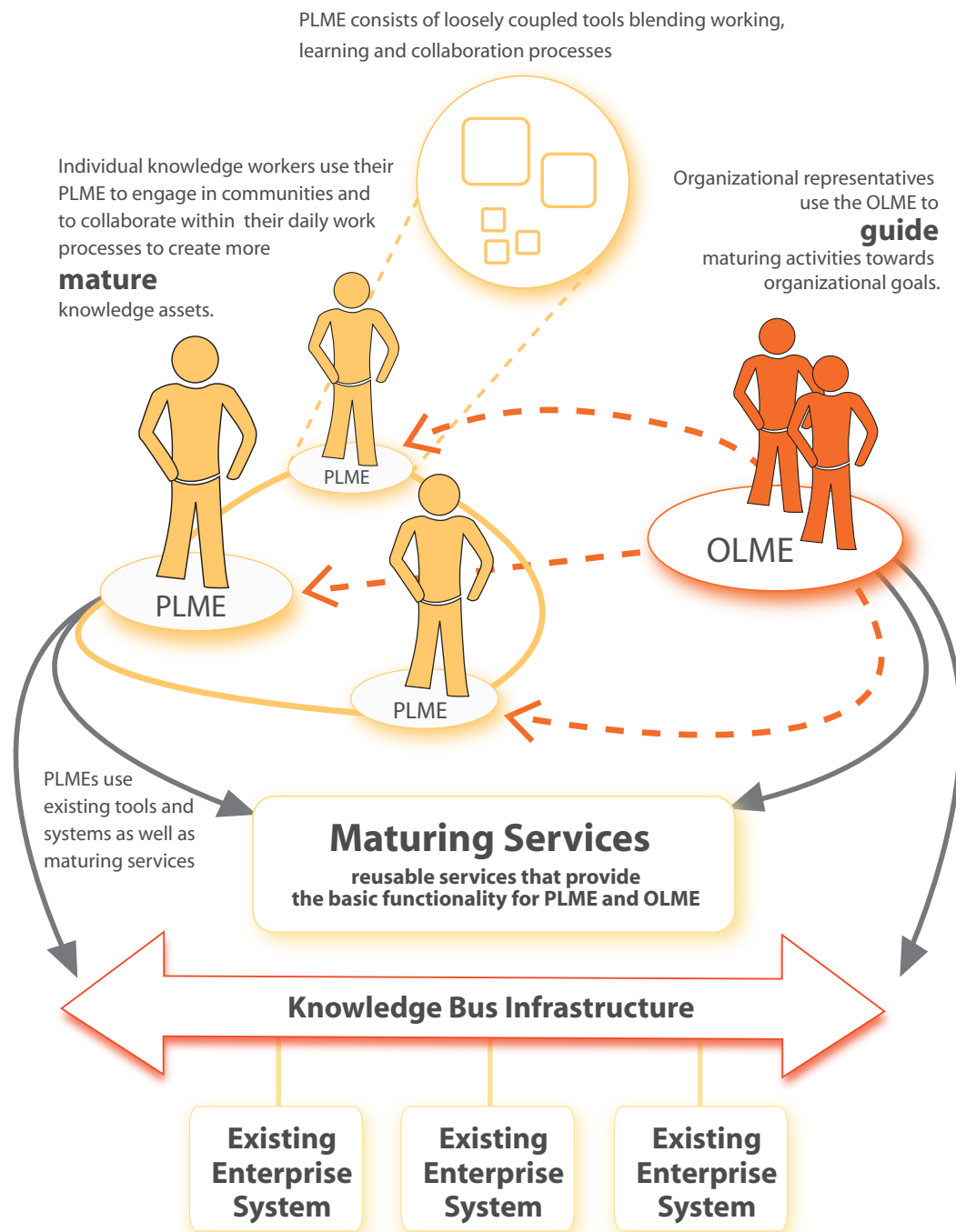


WARWICK INSTITUTE for EMPLOYMENT RESEARCH



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MATURE is an interdisciplinary project aiming at understanding knowledge maturing activities in a social context within and across companies and providing supporting tools that help to overcome barriers in maturing processes.



Motivation

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**. To that end, MATURE understands 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). This forms the basis for three stands of maturing research: content, process, and ontology maturing.

Objectives

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)**, permitting 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 reseeding, and creating awareness individual and community activities relevant to maturing processes