

# Building an Adaptive Innovative Intelligent Corporate e-Learning System Using LMS and ITS

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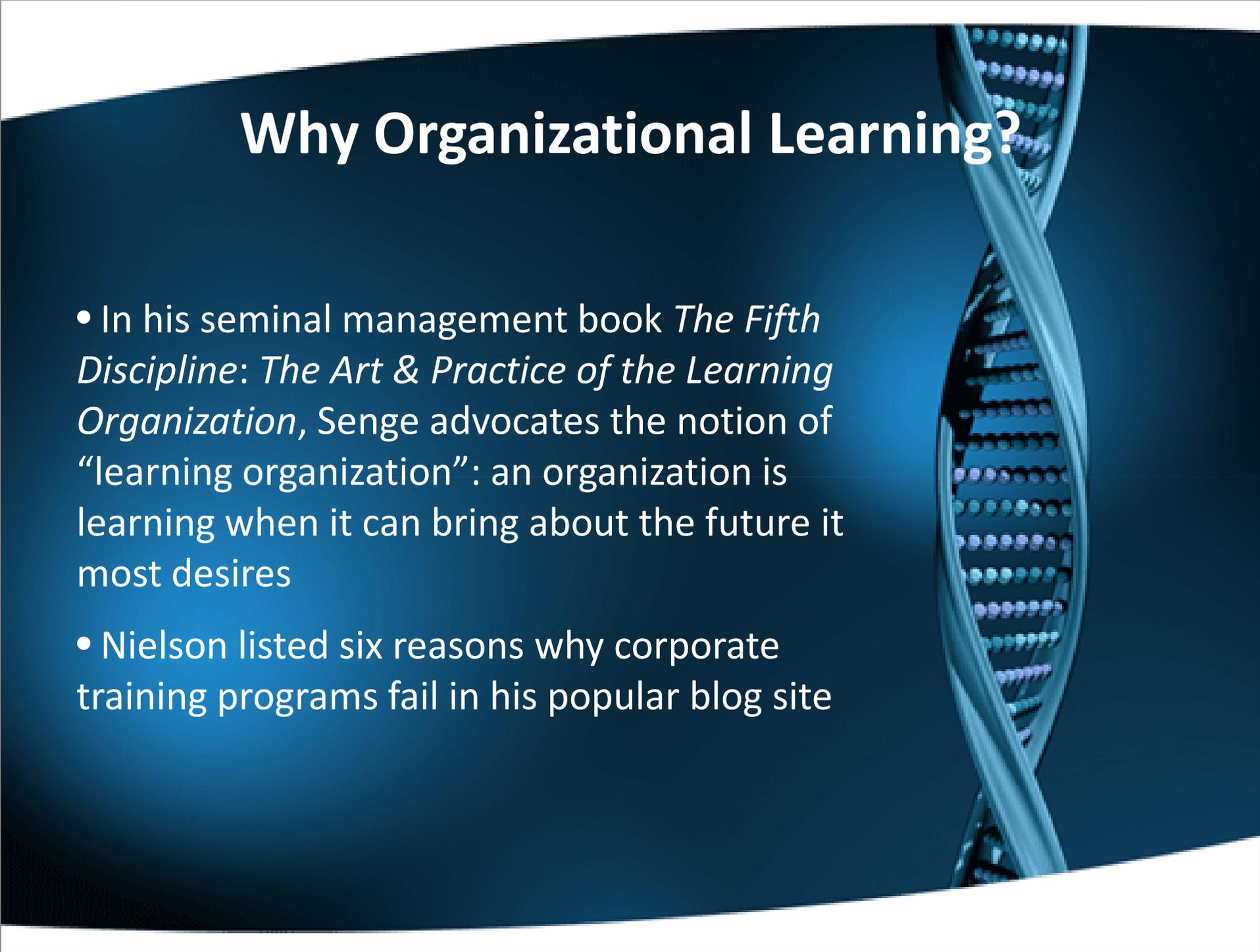
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# Introduction

- Corporate education/Organization learning
- Learning Management System (LMS)
- Intelligent Tutoring System (ITS)



# Why Organizational Learning?



- In his seminal management book *The Fifth Discipline: The Art & Practice of the Learning Organization*, Senge advocates the notion of “learning organization”: an organization is learning when it can bring about the future it most desires
- Nielson listed six reasons why corporate training programs fail in his popular blog site

# Why Organizational Learning?



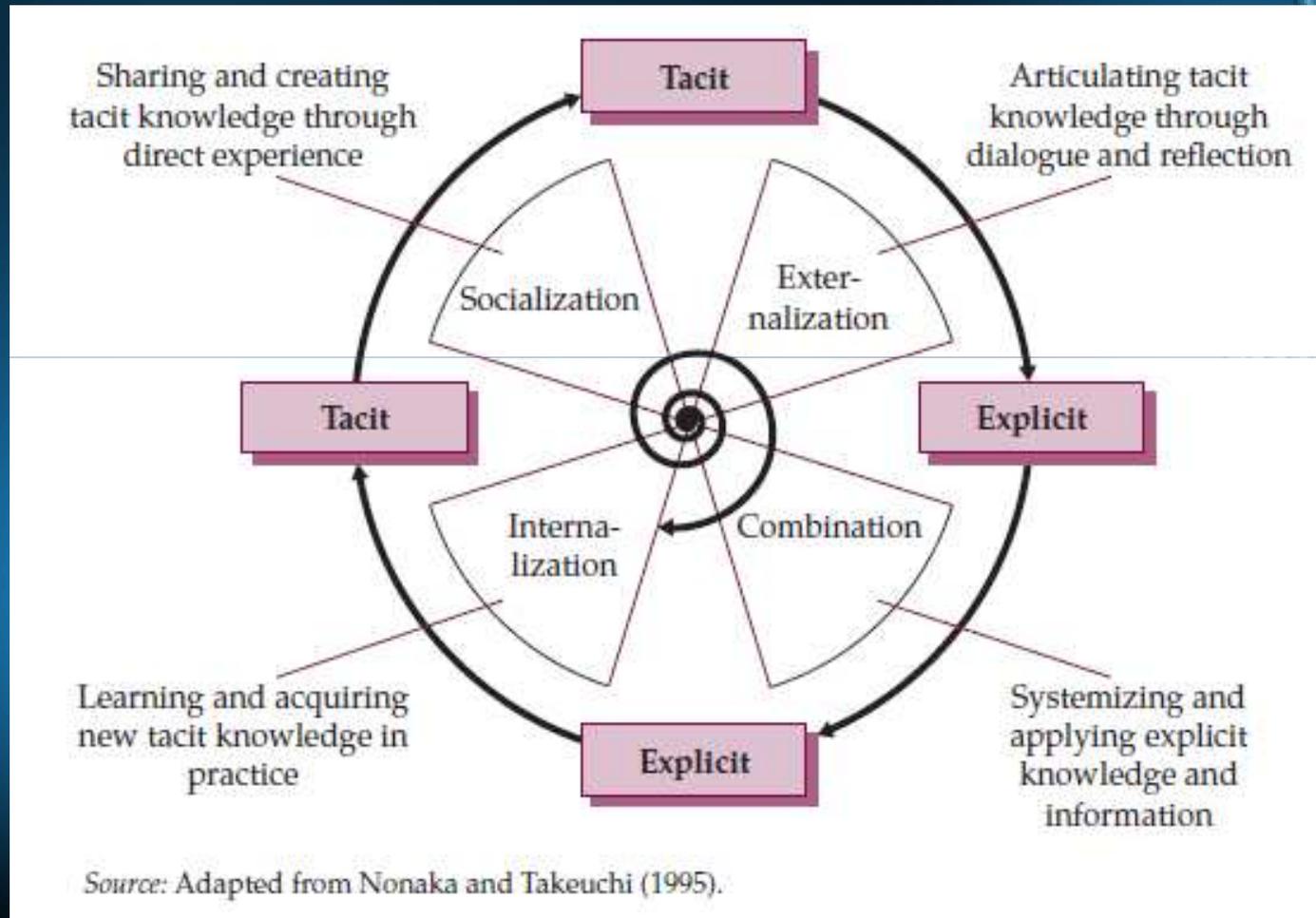
- Professional development versus company's business needs and goals
- Short-term gains versus long term strategic planning
- No effective 'monitoring system' in place

# How Does An Organization Learn?



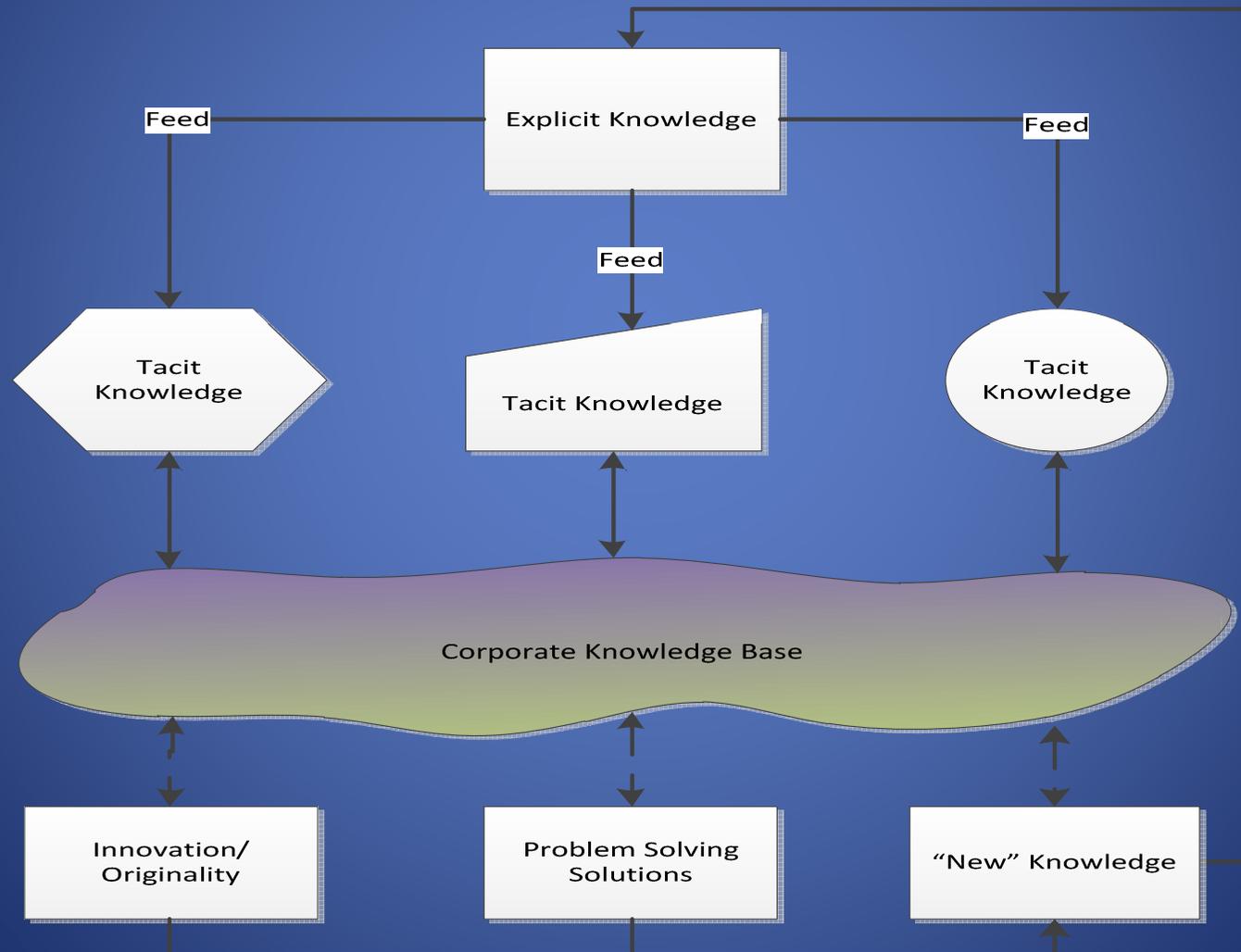
- In 1995, Professors Nonaka & Takeuchi at Hitotsubashi University, Tokyo, developed a four stage spiral model of organizational learning, *SECI*:
  - Socialization
  - Externalization
  - Combination
  - Internalization

# How Does An Organization Learn?

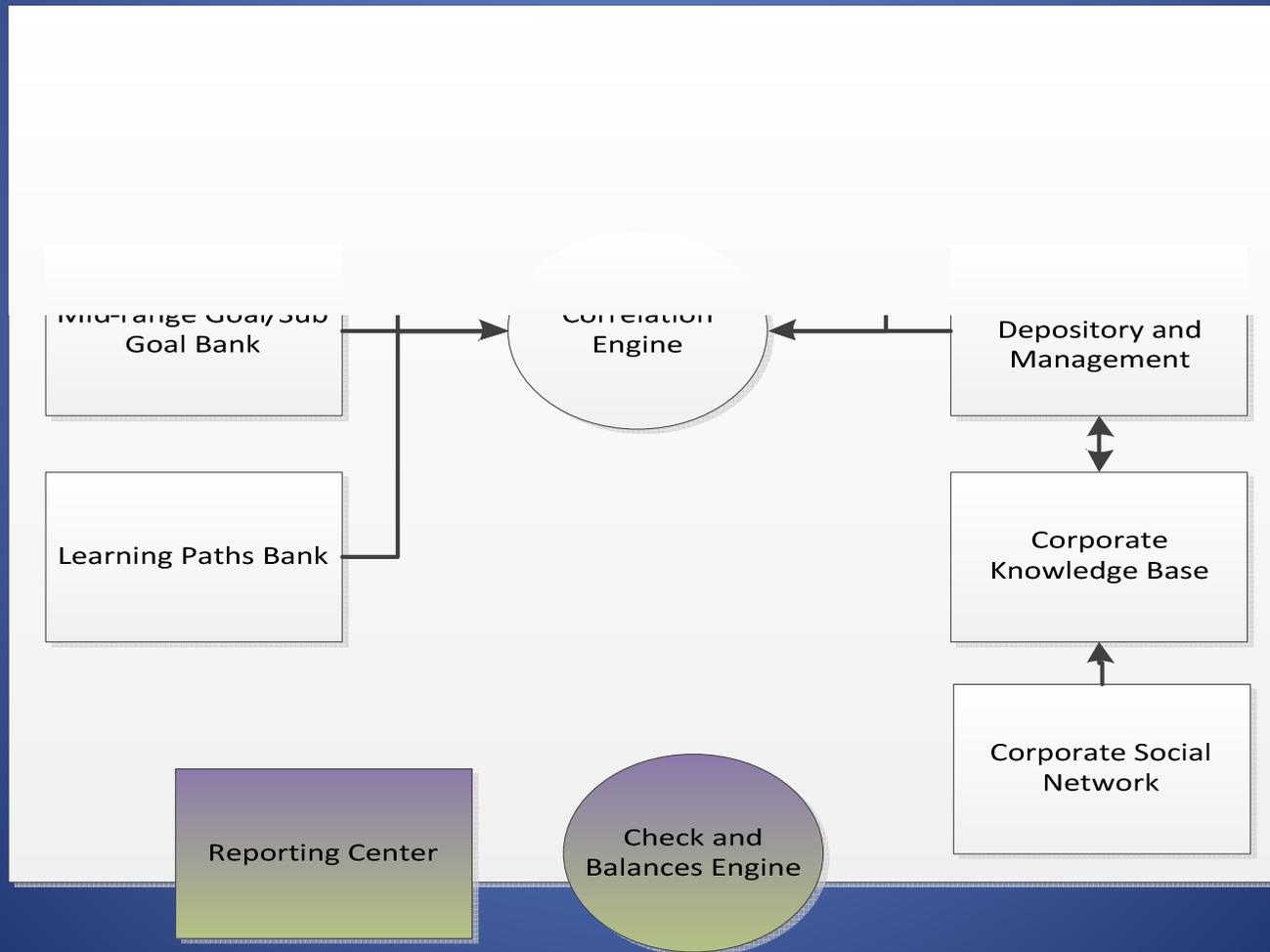


# How Does An Organization Learn?

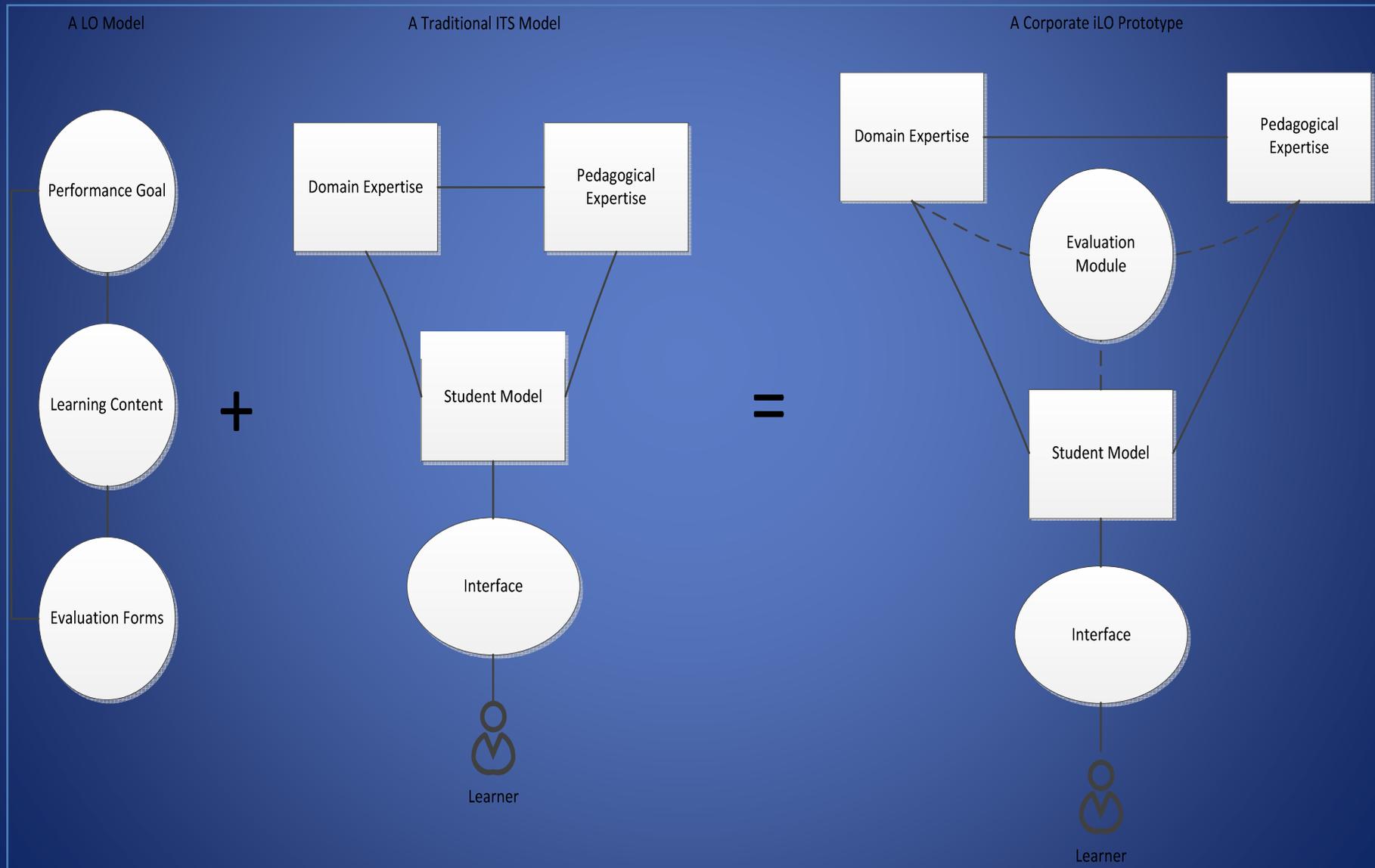
A SECI Model - Based Corporate Learning Process



# A Conceptual Corporate Learning Management System (ccLMS)

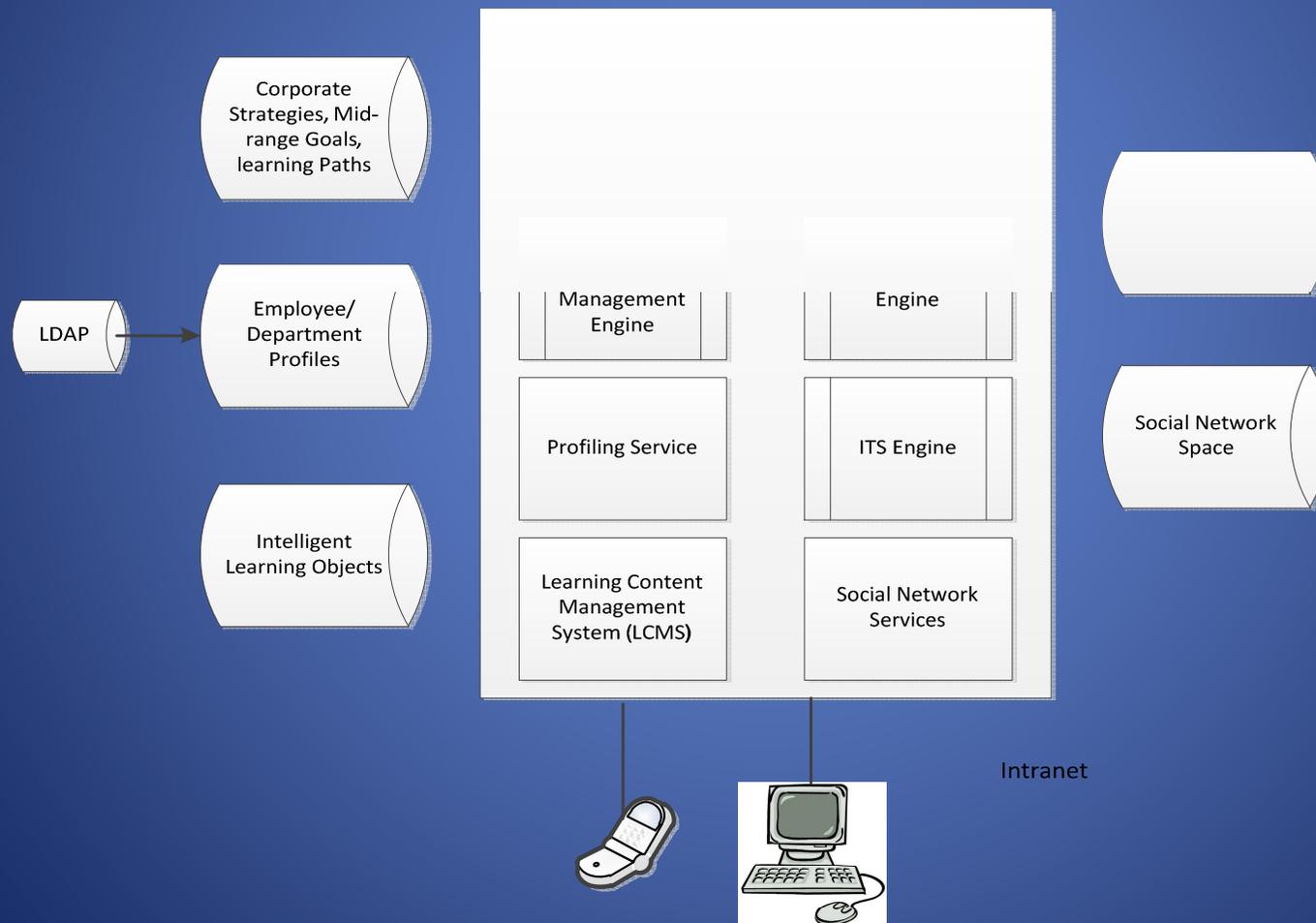


# The Intelligent Learning Object (iLO)



# The System Architecture Prototype

A Conceptual Corporate eLMS Architecture Prototype



## Conclusions and Ongoing Work



The LMS system proposed in this paper is by no means a complete or thorough system, but rather a high-level conceptual model that each aspect can be unfolded with depths and breaths, especially considering LMS is such an interdisciplinary subject. The paper nevertheless offers a fresh look at the organizational learning and organizational LMS, which may lead to further investigation and discussions.