

Methods Section

by

Sheila Grangeiro

CUR 526

Ed Research for Practitioners

Nova Southeastern University

September 27, 2011

Chapter 3: Method

Discrepancy Statement, Goal, Objectives, and Activities

Discrepancy statement: Leaders at the University are currently lacking several management competencies and due to time constraints attached to their positions; they are unable to fill their skill gaps through traditional training methods alone.

Solution Strategies:

1. Implement a social learning network at the university, for knowledge sharing and collaboration for leaders enrolled in courses
2. Increase offerings of webinars for leaders and managers
3. Create a podcast library for leadership trainings

Goal: Leaders should be able to attain management competencies throughout their career through training and other educational methods.

Objective 1: By the end of the first week, 85% of the participants will have accessed the social learning network system at least once.

Activity 1: Each employee will create a username and password using their university email in order to login to the system.

Activity 2: After logging into the system employees will explore the system and get acquainted with its functionalities.

Objective 2: By the end of week two, 95% of the participants will have joined the corresponding learning group to their assigned training.

Activity 1: Employee will introduce themselves to group.

Activity 2: Employee will give feedback on topic discussed in group.

Objective 3: By the end of week three, 82% of the participants will be posting “conversations” (informal information sharing).

Activity 1: Employee will post information and questions about job and course to all peers (not restricted to group).

Activity 2: Employee will respond to peer’s questions and give solution to problems.

Objective 4: By the end of week four, 80% of the participants will be collaborating with peers in their group.

Activity 1: Each participant will give feedback to the facilitator’s article posted and respond to peers’ feedback in group.

Activity 2: Participants will contribute information and articles to group.

Objective 5: By the end of week five, 85 % of participants will regularly check their social learning network and give input.

Activity 1: Participants will consistently login and verify activity in group and conversations.

Activity 2: They will begin discussions in their group and contribute links, videos and other resources for peers.

Objective 6: By the end of week six, 80% of participants will create a learning group as a subject matter expert.

Activity 1: Leader will make peers aware of their group and ask for participation of other managers and leaders in their area.

Activity 2: They will contribute and ask for feedback in group.

Matrix

Weeks	Facilitator	Materials	Teaching Strategies	Learning Activities
-------	-------------	-----------	---------------------	---------------------

Prior to Implementation	Plans implementation, customizes, and creates how-to tutorials and demonstrations.			
Week 1 Objective 1	Send email notifications to employees with tutorial guides.	Computer & internet access.	Tutorials will teach participants on how to use the social networking system.	Each employee will create a username and password using their university email in order to login to the system. After logging into the system employees will explore system and get acquainted with its functionalities.
Week 2 Objective 2	Create instructions and select topic for appropriate course to post. This will allow participants to further discuss how they applied what they learned on the job.	Computer & internet access.	The facilitator will give participant instructions to use group and post topic.	Employee will give an introduction to group. Employee will give feedback on topic discussed in group.
Week 3 Objective 3	Create a knowledge sharing environment with the social network by allowing employees to post as they please in the groups.	Computer & internet access.	The facilitator will observe participant interactions and spot check if groups are posting and collaborating with each other.	Employee will post information and questions about job and course to all peers (not restricted to group). Employee will respond to peer's

				questions and give solution to problems.
Week 4 Objective 4	Review feedback and check participation.	Computer & internet access.	Facilitator will review how much participants are engaged and will review post to see how knowledge is being shared and how much is being applied on the job.	Each participant will give feedback to the facilitator's article posted and respond to peer's feedback in group. Participants will contribute information and articles to group.
Week 5 Objective 5	No action required from facilitator.	Computer & internet access.	By this week, no observation will be needed. Participants should be able to self engage and transfer and share learning from courses and experiences.	Participants will consistently login and verify activity in group and conversations. They will begin to begin discussions in their group and contribute links, videos and other resources for peers.
Week 6 Objective 6	Send a follow-up email to participant to retain feedback on experience and share expectations of continued knowledge sharing.	Computer & internet access.	With follow-up email, reminders should trigger participants that are already using system to share information with peers outside group and encourage knowledge sharing among other leaders.	Leader will make peers aware of their group and ask for participation of other managers and leaders in their area. They will contribute and ask for feedback in group.
Post Implementation	Collaborate with leadership team			

	to review the results of the six week objectives and activities.			
--	--	--	--	--