



**building learning into the
fabric of business™**



**Learning Layer
Applications**

October 2010

Picture an **ethereal network** that **integrates** and helps you **navigate** all of your organization's **information, apps, and people . . .**

. . . with **continuous, intelligent recommendations** of information, apps, and people **tuned** to your **personal requirements and activities . . .**

. . . coupled with **detailed explanations** of the recommendations . . .

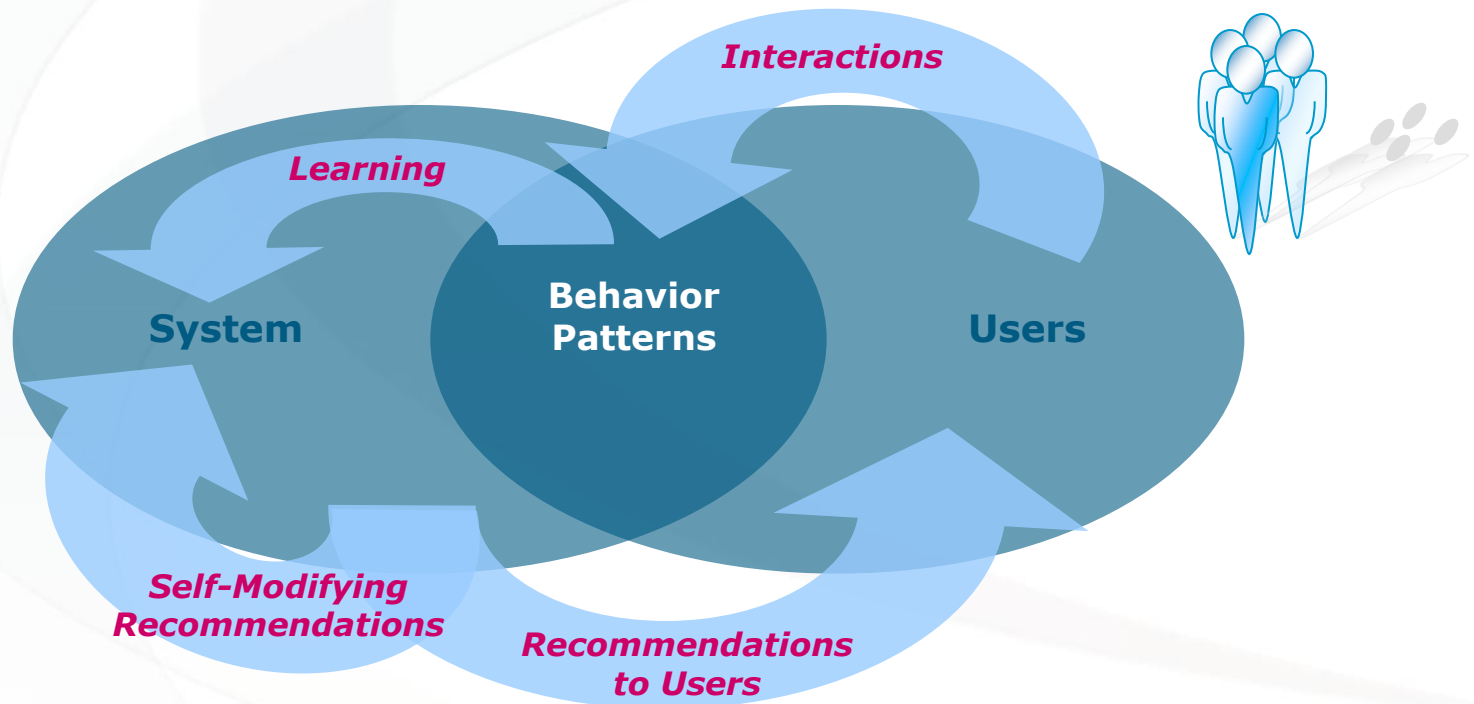
. . . and with the ethereal network **automatically optimizing itself** for your benefit based on its **experiences** with you and your colleagues.

This is **The Learning Layer**, and it is now **a reality . . .**

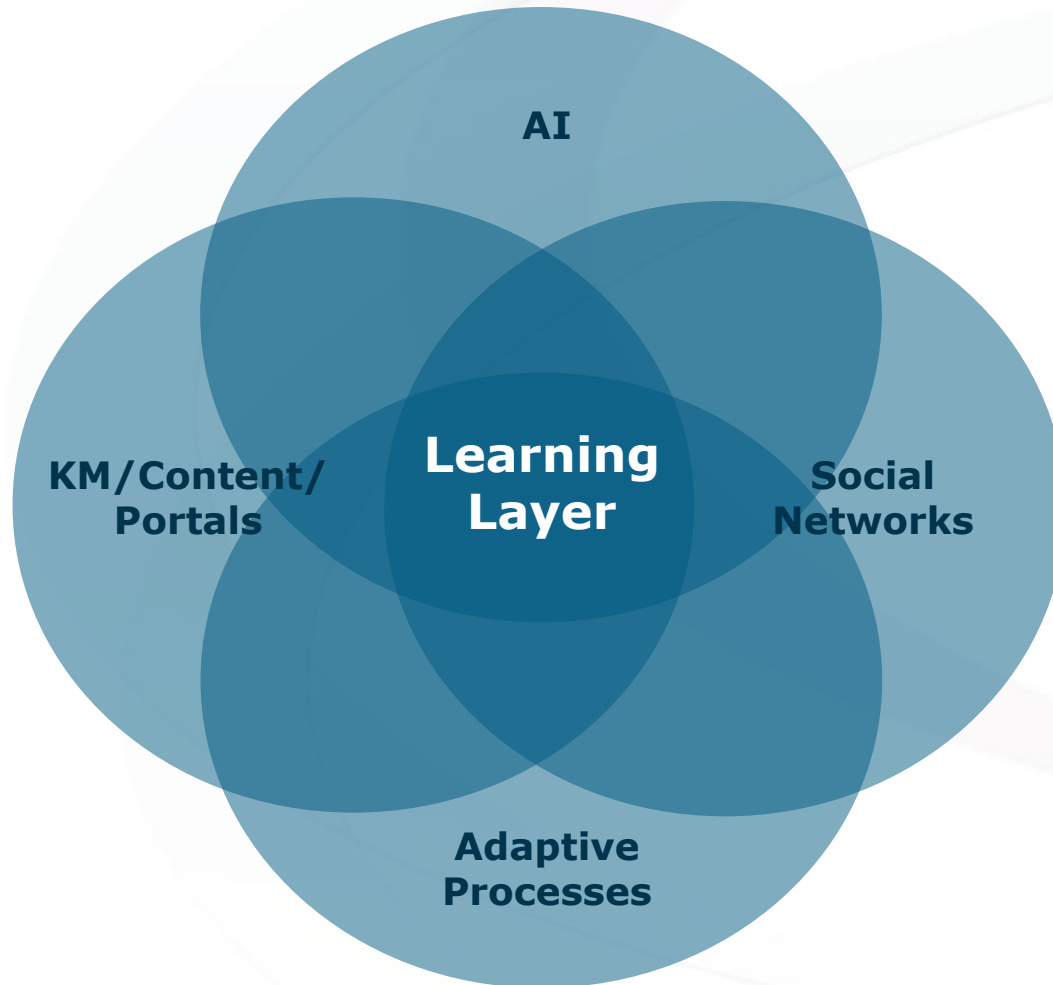
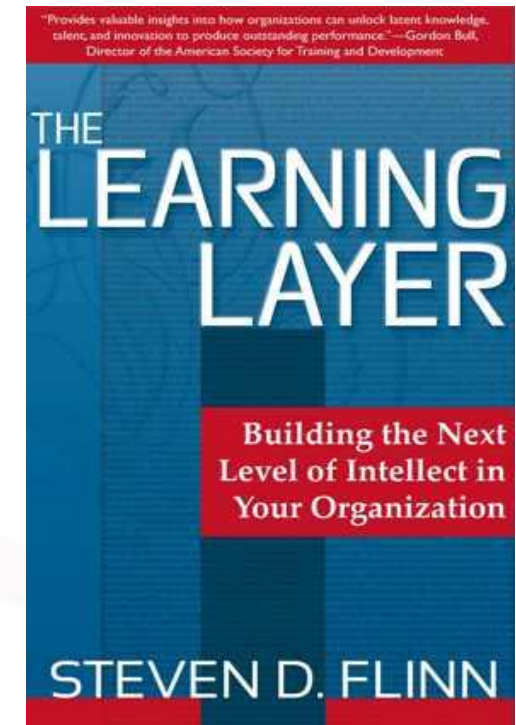
A learning layer is a new type of enterprise system that enables learning to be woven directly into work processes and activities. It is characterized by the following features:

- ▶ A network-based architecture, where relationships can be by degree
- ▶ Existing and new social networks, content, and applications can all be seamlessly integrated into a single, complementary network layer
- ▶ Process workflow can be seamlessly integrated into the network
- ▶ Learns automatically from its experiences with users
- ▶ Delivers the results of its learning back to users in the form of intelligent recommendations (of content and people) and associated explanations
- ▶ Continuously and intelligently self-modifies (adapts) its network structure based on its learning

Summary of a Learning Layer in Action



Learning layers and their applications are described in the recently published book, *The Learning Layer*



Any knowledge-intensive organization or process can benefit from a learning layer. Sample applications include:

- ▶ Enhancing innovation by fostering large-scale and high value serendipity
- ▶ Taming complex process environments by adapting workflow and the delivery of supporting to the specific experience and skills of the user
- ▶ Transforming standard training programs into real-time learning that occurs while users are just doing their job
- ▶ Enhancing customer relationships by adaptively integrating into their knowledge-based processes
- ▶ Amplifying knowledge transfer from supplier and partner networks, and/or across projects
- ▶ Retaining and transferring tacit knowledge throughout the human capital life cycle: turning an organization's "cognitive surplus" into real value

- ▶ Adaptive collaborative environment to support enhanced organizational learning and intellectual property management in complex engineering domains of a global super major energy company
- ▶ Adaptive e-commerce and community building public environment for a high profile, rapidly growing philanthropic organization and a network of charity and retail partners
- ▶ Global consulting and IT solution provider extending a learning environment to a large client, thereby demonstrating a capability for superior know-how transfer and winning a master service agreement with a Fortune 10 client

ManyWorlds' Epiture® Technology

Making Learning Layer Applications a Reality Today!



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