

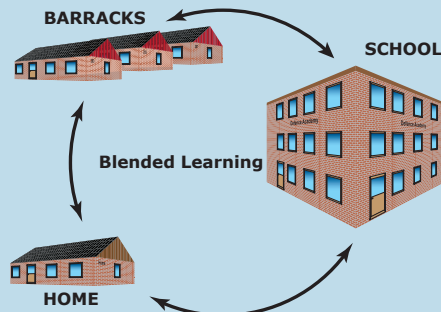
# NORDEF CO

## NORDIC DEFENCE COOPERATION

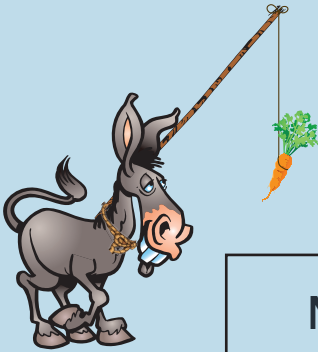


### 4TH ANNUAL ADL CONFERENCE 10TH - 12TH MAY 2016

Educational programs using blended learning



Motivational and pedagogical learning strategies



NEW LEARNING DEMANDS  
NEW LEARNING TECHNOLOGIES  
NEW POSSIBILITIES

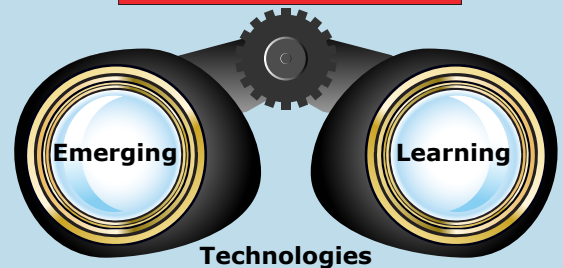
Content production



Multiplatform delivery of courseware



Emerging learning technologies



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# THE NORDIC ARMED FORCES WELCOME YOU TO THE 4TH ANNUAL ADL CONFERENCE



Dear colleagues and professionals of ADL,

It's our pleasure to welcome you to the 4th annual NORDEFECO ADL conference in Finland

This conference has grown from a national Norwegian Armed Forces ADL conference to an international Nordic ADL conference which is well known outside of Nordic countries. This year we have attendees from each Nordic country as well as from Canada, United States, Germany, United Kingdom, Poland, Serbia and New Zealand. Welcome to you all.

In the spirit of Nordic cooperation, the NORDEFECO organization has decided that the Nordic countries will rotate the responsibility of hosting the event among the Nordic countries. Finland is honored to welcome your participation for 2016. Sweden will host next year followed by Denmark and then back to Norway in 2019.

The main concept of the conference is similar to past events. We will offer high level international speakers and innovative workshops where you may learn new ways to produce high quality content for your learning elements.

Quality of the conference is guaranteed by NORDEFECO ADL Forum of Experts. The main subjects in the program this year are:

- Content production
- Educational programs using blended learning
- Multi-platform delivery of courseware
- Emerging learning technologies
- Motivational and pedagogical learning strategies

During the conference breaks, we encourage you to visit the exhibition area and the evening activities will provide you an excellent opportunity to expand your ADL network with other professionals.

We are looking forward to see you all in Finland,

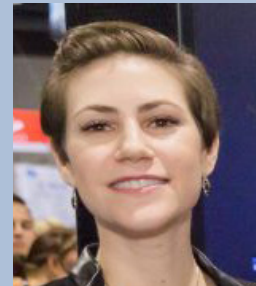
The NORDEFECO Advanced Distributed Learning  
Forum of Experts



**Pictures from 2015 ADL Conference**

# CONFERENCE HIGHLIGHTS

**DIRECTOR SAE SCHATZ**  
**ADL INITIATIVE**



**MR. PAUL THURKETTLE**  
**NATO ACT**



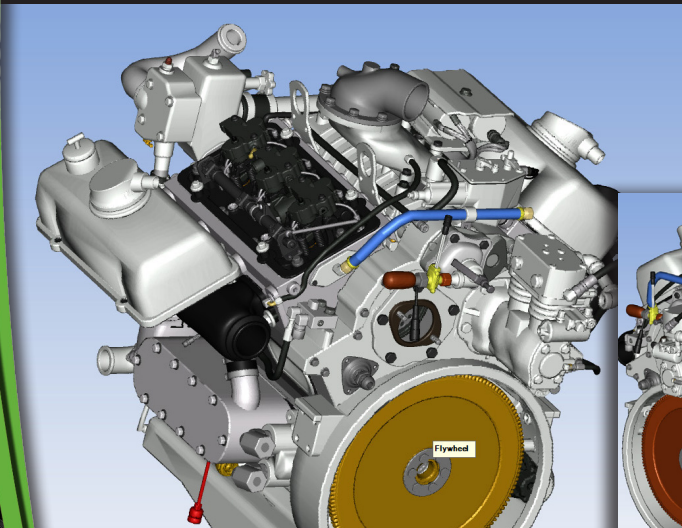
**MR. MAGNUS MOBERG**  
**SPORTING SOLUTIONS**



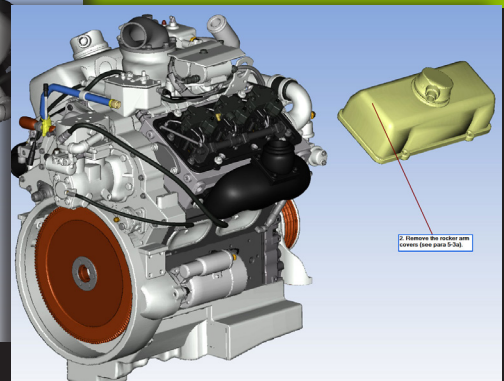
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## Operations Trainer



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# PROGRAMME - MONDAY MAY 9<sup>TH</sup> TUESDAY MAY 10<sup>TH</sup> 2016

Time	Monday May 9th 2016	
18:00 - 21:00	Buffet Dinner (included in conference fee)	

Time	Tuesday May 10th 2016	
08:30-08:45	Opening Ceremonies	Brig. Gen. Jukka Sonninen
08:45-09:30	Reflective practitioner – what is good education and learning?	Keynote Speaker Mr. Magnus Moberg
09:30-10:00	<b>Coffee break and exhibition opens</b>	
10:00-10:30	ADL and sustainability	LTC Damien Plant
10:40-11:10	E-learning at the Royal Danish Defence College: Emerging Practices	Dr. Gro Frølund
11:20-12:00	Exhibition Presentation from exhibitors	
12:00-13:00	<b>Lunch</b>	
13:00-13:30	How to add motivational design in your e-learning	Cdr. Geir Isaksen
13:40-15:10	Workshop period 1	
	Technology-Enhanced Teaching	Associate Professor Martin Hans Jensen
	Using net meeting tools in learning situations	Mr. Håkan Eliasson
	Reflective practitioner – what is good education and learning?	Mr. Magnus Moberg
	Different approaches and lessons learned from Blended Learning	ICT Educator Erika Östling
15:10-15:30	<b>Coffee break</b>	

# PROGRAMME - TUESDAY MAY 10<sup>TH</sup> 2016

## WEDNESDAY MAY 11<sup>TH</sup> 2016

Time	Tuesday May 10th 2016	
15:30-16:00	FDF 1-2-3: A Moodle-based MOOC about the Finnish Defence Forces	Lt. res. Kalle Huhtala
16:10-17:40	Workshop period 2  Learner-adaptive content - make learning adapt to the user's needs  Using Microsoft OneNote and Surface Pro for eLearning concept work and content production  How to use Adobe Captivate as a content builder	Head of Product Sven Ove Sjølyst  Lt. Res. Kalle Huhtala  WO-II Frank Wilhard Rosengaard
- 18:00	Exhibition area open until 18:00	
19:30	<b>Informal Dinner (casual)</b>	

Time	Wednesday May 11th 2016	
08:30-08:45	Admin remarks	
08:45-09:30	Emerging Technologies and the Future of Military Learning	Keynote Speaker Dr. Sae Schatz, Director ADL Initiative
09:30-10:00	<b>Coffee break and exhibition opens</b>	
10:00-10:30	Breakthrough in learning effectiveness and analytics with Phenomenon-Based Learning and Experience API	Advisor Ville Tuominen
10:40-11:10	Is Technology Changing Our Brains?	Dr. Tom Archibald
11:20-12:00	Presentation from exhibitors	Exhibition
12:00-13:00	<b>Lunch</b>	
13:00-13:30	Leveraging Emerging Learning Technologies at NATO School Oberammergau	Ms. Tanja Geiss and Mr. Gigi Roman

# PROGRAMME - WEDNESDAY MAY 11<sup>TH</sup> 2016

Time	Wednesday May 11th 2016	
13:40-15:10	<p>Workshop Period 3</p> <p>H5P, xAPI and PVMoodle 3.0</p> <p>Digital Transformation of Learning</p> <p>Virtual World Sandbox</p>	<p>Chief Development Officer Petri Virtanen</p> <p>Chief Commercial Officer Janne Hietala</p> <p>WO-II Bob Ludvigsen and Multimedia Designer Ramon Roset Sanjaume</p>
15:10-15:30	<b>Coffee break</b>	
15:30-16:00	A new engaging E-learning course in Submarine Safety	Cdr. Leif Ivar Wahlund and Lt. Cdr. Roar Gabrielsen
16:10-17:40	<p>Workshop period 4</p> <p>Using Learning Platforms for other purposes than courses</p> <p>Designing self learning material - Tips and Tricks</p> <p>Handheld video production, 360 video</p> <p>Making interactive videos with the open source product H5P</p>	<p>Maj. Niclas Ljung and Maj. Tohmas Ax</p> <p>Mr. Timo Karvinen</p> <p>Mr. Magnus Gudmundsson</p> <p>Chief Development Officer Petri Virtanen</p>
- 18:00	Exhibition area open until 18:00	
19:30	<b>Formal Dinner (no jeans)</b>	



# PROGRAMME - THUESDAY MAY 22<sup>TH</sup> 2015

Time	Tuesday May 12th 2016	
08:30-08:45	Admin remarks	
08:45-09:30	Preparing the individual for the Collective	Keynote Speaker Mr. Paul Thurkettle, E-learning Program Manager at NATO ACT
09:30-10:00	<b>Coffee break</b>	
10:00-10:30	Enhancing Training Effectiveness of Legacy Training Products for Millennials	Business Development Manager Jenna Tuck
10:40-11:10	Marine engineer through distance learning in a group organized setup	Associate Professor Per Hessel- lund
11:20-12:00	Government Shared Learning Services	Dir. Paul Jesukiewicz
12:00-13:00	Closing remarks Welcome to Sweden 2017 Lunch	
13:00-13:30	Departure  Transport available from the Conference Center to the Airport between 1200 and 1500	

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- ✓ Store records safely

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# PROGRAMME - TUESDAY MAY 10<sup>TH</sup> 2016

## 08:30 - 08:45 OPEN CEREMONIES

Brig. Gen. Jukka Sonninen

## 08:45 - 09:30 REFLECTIVE PRACTITIONER – WHAT IS GOOD EDUCATION AND LEARNING?

Reflective practitioner – what is good education and learning?

In the session Magnus tells you short about his journey through the Swedish education system in which he has carried out systematic change process to enhance learning.

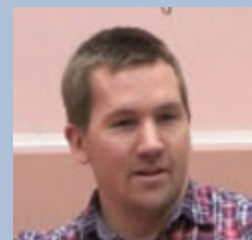
The main idea is to activate and to optimize value creation and resource consumption. You will find out how this is concretely implemented, what positive and negative effects it had and what reflections it brought.

The big question is: What is good education and learning?

Magnus Moberg is at present on paternity leave and has been active within education and learning since 1993.

Last years he has been teaching mainly Industrial Management at Linköping University and at KTH. Within this, he has worked to modernize the forms of learning using modern methods and technology.

Magnus starting point is to maximize learning and helping each individual to be their best.



**Mr. Magnus Moberg**

# PROGRAMME - TUESDAY MAY 10<sup>TH</sup> 2016

## 10:00 - 10:30 ADL AND SUSTAINABILITY

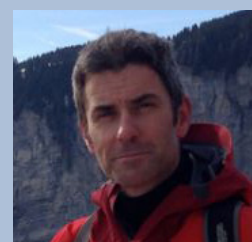
### ADL and sustainability

1. The author recently completed The Post-Graduate Certificate in Sustainable Business, a premier qualification from the globally renowned Cambridge University Institute for Sustainability Leadership. Whilst academically strong, it aims to equip professionals and managers with the relevant skill sets to integrate sustainability thinking into business actions and to influence change. A competitive application process required individuals to be academically credible, personally committed to sustainability and in a position to apply learning in their own organization.
2. Prior to this course the author had completed an MBA, the final project of which explored how to introduce sustainable development to Army Training. Both learning experiences were ultimately sponsored by the Director-General of Army Training.
3. These studies concluded that the UK MoD has only a nascent approach to sustainability. This compares unfavourably to best practice in the private sector (e.g. Unilever who recognize the short and long-term benefits to the business of a sustainable mindset. Of note however is that the head of sustainability for the MoD has an agenda focused on “how sustainability can support Defence business and what will make a sustainable MoD. It is about getting away from perceptions that sustainability is tree-hugging stuff”. The British Army has now established a 2\* Steering Group to provide strategic direction.
4. The generic benefits to ARTD, the Army and UK Defence are the growing of a new capability, the opportunity to exploit as yet unconsidered opportunities and innovations, short-term bottom line savings and longer term preparation for a shifting environment in which costs for key resources (e.g. energy, transportation) can be anticipated. Reputational, social and organizational benefits (such as recruiting, retention, employee satisfaction, cultural growth) are also all possible; in a values-based organization adopting a sustainable business approach is basic good sense.
5. The reason this subject may be of interest to the upcoming ADL conference is because during the Cambridge course the author studied the sustainability benefits of increased use of ADL, coming to some clear conclusions of interest to the ADL community. These conclusions could benefit attendees in further refining their rationale for ADL in their home-countries and may also act as a stimulant to thought and debate. The author would be delighted to both present and facilitate a seminar group if required. The author presented at the last ADL Conference in Norway.
6. It must be stressed that that author would be presenting ideas gleaned from academic study and would not be presenting official MoD policy.

Lt Col Damien Plant  
British Army

British Army officer specialising in education and training but with a breadth of operational, command and management experiences in other areas, worldwide.

Staff college graduate with a number of academic qualifications, my most recent role was as the training advisor in the UK's 2\* Army Training HQ.



**Damien Plant**

# PROGRAMME - TUESDAY MAY 10<sup>TH</sup> 2016

## 10:30 - 11:20 E-LEARNING AT THE ROYAL DANISH DEFENCE COLLEGE: EMERGING PRACTICES

Globally, in both the public and private sectors, a growing proportion of educational activity takes place in virtual learning environments; armed forces education and training is no exception. Yet when evaluating the strategies, methods and media we employ to teach in these new learning spaces: how much do we know about their effects on students and cadets? What are the factors that create increased learning benefit? Which combinations of technology and didactics increase student motivation?

Researchers have made significant headway in this field of research and meta-analyses from the US suggest that the integration of technology into learning spaces has the potential for increased benefit for learners compared with traditional instruction. However, there are two issues with the largest studies presently available. Firstly, they conclude that learning in a virtual environment has potential; but due to their quantitative approach, they are unable to explore the pedagogical and didactic mechanisms that create this potential. Secondly, such studies have not been orientated towards military institutions.

Hence, we need a deeper understanding of how e-learning, blended learning and other forms of virtual or networked learning affect students – especially in a military context.

For this reason, the current study has mapped the learning experiences of cadets and students from the Royal Danish Defence College through a series of qualitative interviews. The data suggests that to a profound extent student perception of their learning experience is linked to – and hence dependent on – experiences of organisational change, job security, working conditions and home life. As a result, the didactics behind virtual learning environments at the Royal Danish Defence College, and other armed forces institutions like it, need to be especially context-sensitive when it comes to teaching methods and strategies. This study discusses a range of such methods and strategies and makes recommendations for course design.

By shifting the focus from quantifiable test score improvement to the qualitative mapping of the experiences of learners, this study has produced new data with direct applicability for instructional design and pedagogical development within the field of technology and education. The study will be of particular relevance for academies and universities offering armed forces officer training.

Dr. Frølund holds a PhD in English from University of Sydney, Australia, and is senior lecturer at the Royal Danish Defence College. She has 12 years' experience as an educator in the public and private sectors. She develops e-learning materials and modules for officer cadets studying English for Special Purposes and is a contributor to the College's emerging policy on pedagogy.



**Dr Gro Frølund**

# PROGRAMME - TUESDAY MAY 10<sup>TH</sup> 2016

## 11:20 - 12:00 EXHIBITION

Presentation from exhibitors

### **AEgis Technologies**

AEgis Technologies specializes in utilizing modeling & simulation (M&S) technology to support weapon systems development and create training solutions so our war fighters make it home safely. Our M&S products and services include simulation software and training simulators, geospatial databases, 3D models, warfighter exercise support, systems engineering and analysis, verification, validation, and accreditation (VV&A), test and evaluation support, process control automation, and Hardware-in-the-Loop (HWIL) simulation.



### **Insta Airhow Oy**

Insta Airhow Oy enables its customers to utilize the benefits of unmanned aviation in a safe and customer-oriented manner. We provide training, consultation, and operation of RPAS.



### **Insta Trust Oy**

Insta Trust Oy offers a unique set of services to support safety and security management as well as competence development of companies and public authorities.



### **Arcusys Oy**

Arcusys is an internationally growing Liferay developer company specialized in the digitalization of learning with Valamis - Learning Experience Platform. Headquartered in Joensuu, Finland, Arcusys has a total of six offices in Finland, the US & Russia.



### **Mediamaisteri Oy**

Mediamaisteri is a strong Finnish strategic partner for private and public organizations offering versatile technical solutions and content creation for future learning management and development.



# PROGRAMME - TUESDAY MAY 10<sup>TH</sup> 2016

## 13:00 - 13:30 HOW TO ADD MOTIVATIONAL DESIGN IN YOUR E-LEARNING

Student motivation is an essential component of all educational and learning processes. Without motivation, students lack cognitive presence resulting in little, if any, learning.

In the traditional classroom setting, it's up to the teacher to facilitate and maintain student motivation. In an e-learning course however, there is less teacher or facilitator presence and the learner is left alone to interact with the instruction mostly alone.

E-learning designers and developers must integrate appropriate motivational elements to ensure the learner sustains his/her motivation throughout the entire instruction to maximize the learning outcome.

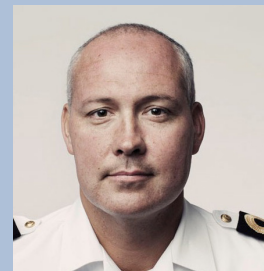
Over the past few years the Norwegian Armed Forces (NoAF) has incorporated motivational design elements focused on promoting and sustaining motivation into our e-learning courses based on John Keller's ARCS Model of Motivational Design. This paper outlines the rationale, methodology, and resulting implementation.

Commander (CDR) Geir Isaksen has more than twelve years in the field of Advanced Distributed Learning (ADL) and has been responsible for more than twenty e-learning projects, and different R&D projects in the field of e-learning, m-learning, online learning, standardization and emerging technologies. CDR Isaksen has a master's degree in information computer technology & learning from the University of Aalborg (2014) and a bachelor's degree in electrical engineering, from Vestfold University College (1998).

In addition, he has completed several university courses in pedagogies, learning styles and crew resource management. CDR Isaksen holds the position as an ADL Staff Officer at the Norwegian Defense University College (NoDUC)/ADL office, where he is responsible for leading and coordinating procurement, development and implementation of ADL projects.

His military background is from the Navy, serving on submarines for six years as an electro engineer. CDR Isaksen spent two years as the head instructor in the technical simulator at the Royal Norwegian Submarine School before he started to work at the ADL office in 2002.

He was a member of the NATO Training Group Task Group IT/ED from 2005 to 2012, where he was the ADL subgroup chairman until May 2011. As the Norwegian ADL Partnership executive director and a member of the NORDEFCO ADL forum of experts, he works closely with international partners.



**Geir Isaksen**

**MAY 9<sup>TH</sup> - 12<sup>TH</sup> 2016**

## **HOTEL GUSTAVELUND**



Hotel Gustavelund offers the right setting both for straightforward meetings and customized special events. There is a 150-seat auditorium and 10 other conference rooms, all fitted out with the latest technical equipment. There is also 10 break out rooms and 2 exhibition areas.

All rooms are equipped with minibar, telephone, LCD TV and a free high speed internet access that covers the whole premises.

Gustavelund offers an hearty buffet lunch and in the evening you can enjoy delicacies from our A la Carte. In early May they will open lakeside terrace restaurant which offers a sizzling barbeque dishes and cool drinks in a lush and green lakeside landscape.

# WORKSHOP 1 - TUESDAY MAY 10<sup>TH</sup> 2016

## 13:40 - 15:10 TECHNOLOGY-ENHANCED TEACHING

The use of technology in your classroom can be a great motivator for your students, and in the same time be an important source for better and deeper learning.

The presence of laptops, smartphones, tablets, etc, in the classroom, gives you - as the teacher - a perfect step stone for use of Technology-Enhanced Teaching. But do you do you use the technology, for anything else than clicking through your PowerPoint slideshow?

In this presentation I will keep a focus on the low hanging fruits. I will give you a short introduction for some free online tools, which can be a great companion for you in your classroom. And I will go a step further: You will be “exposed” to Technology-Enhanced Teaching.

Martin Hans Jensen is Bachelor of education and Master of Information technology.

For more than a decade, Martin has been dedicated in the area of tension between learning and IT.

Today Martin is Associate Professor at The Royal Danish Defense College, and here he works with the implementation of Technology-Enhanced Teaching and Blended Learning in the Danish Defence.



**Martin Hans Jensen**

# WORKSHOP 1 - TUESDAY MAY 10<sup>TH</sup> 2016

## 13:40 - 15:10 USING NET MEETING TOOLS IN LEARNING SITUATIONS

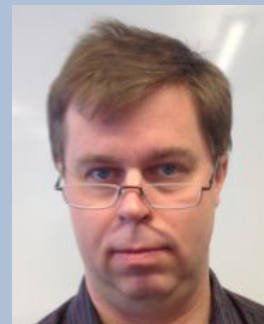
The participants will experience how a net meeting tool can be used guiding students, giving lessons and facilitating collaboration in learning situations. For this workshop Adobe Connect will be used as the net meeting tool.

Preferably the participants bring their own portable internet connected computers with an updated version of Adobe Flash Player and a headset.

It will also be shown how a traditional learning platform, in this case Itslearning, can be used together with a net meeting tool. That is how an asynchronous learning platform can be complemented by a synchronous net meeting tool.

Mr. Håkan Eliasson, MS in Electrical Engineering, teaches telecommunication technology at the Swedish Armed Forces Technical School in Halmstad, Sweden, where he has worked since 2002.

He has teaching experience using ADL in different learning situation. He is also developing courses that uses ADL.



**Håkan Eliasson**

# WORKSHOP 1 - TUESDAY MAY 10<sup>TH</sup> 2016

## 13:40 - 15:10 REFLECTIVE PRACTITIONER – WHAT IS GOOD EDUCATION AND LEARNING?

Reflective practitioner – what is good education and learning?

In the session Magnus tells you short about his journey through the Swedish education system in which he has carried out systematic change process to enhance learning.

The main idea is to activate and to optimize value creation and resource consumption. You will find out how this is concretely implemented, what positive and negative effects it had and what reflections it brought.

The big question is: What is good education and learning?

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Last years he has been teaching mainly Industrial Management at Linköping University and at KTH. Within this, he has worked to modernize the forms of learning using modern methods and technology.

Magnus starting point is to maximize learning and helping each individual to be their best.



**Magnus Moberg**

# WORKSHOP 1 - TUESDAY MAY 10<sup>TH</sup> 2016

## 13:40 - 15:10 DIFFERENT APPROACHES AND LESSONS LEARNED FROM BLENDED LEARNING

Why online learning? Lessons learned from introducing three various online learning concepts for different professions in a geographically spread organization.

Public Dental Health Care in the region of Västra Götaland is the largest dental care organization in Sweden and is represented in all 49 municipal areas in the region. It consists of 109 general dental clinics, 46 specialist clinics and two training clinics for students. In 2014, the number of customers were 672,514 and the numbers of employees were 3,121.

A few years ago, the management decided that the number of online courses should increase. The main goal was to offer a variety of courses, some on campus, others available only online and yet others as blended learning. Since it is a big region the employees should be able to learn new things without having to leave the clinic. The vision is to move learning possibilities closer to the workplace and make skill development a natural element in an ordinary working day where the main tools are the Learning Management Systems (PingPong), Skype and the organizations intranet.

Head of Unit and ICT-educator Erika Östling

Erika Östling is a teacher and has worked with online learning since 2005. Her main interest is Learning Management Systems (LMS) and how they support the teacher from a pedagogical point of view.

She currently works in the Public Dental Health Care in the region of Västra Götaland, Sweden.

She is Head of Unit and ICT-educator at the Centre for Commissioned Education in Odontology. Previously, she has worked in the elementary school, the upper secondary school and in the Swedish Armed Forces.



**Erika Östling**

# WORKSHOP 1 - TUESDAY MAY 10<sup>TH</sup> 2016

This workshop will focus on three examples and experiences that have been perceived.

1. A complementary course for dentists with license from another EU-country than Sweden.

A blended course that contains lectures, articles, exercises and assignments in the LMS but also seminars and practical training on campus.

2. A course for the whole clinic that focuses on attitudes towards children and knowledge about the UN-convention of children's rights. A video-based course where the educators guide the participants through the different parts with the help from questions for discussion.

3. A test and self-assessment for unemployed dentists from countries outside the EU.

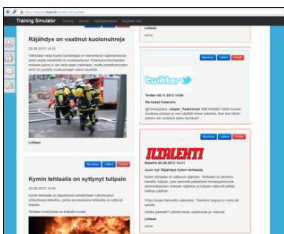
The idea is to present both the test and the self-assessment in the LMS as the first step in a process intended to give the group access to the Swedish dental labor market.

During the workshop the following questions will be discussed and answered:

- What happens in the organization when you create an online blended course with a flexible start, flexible end and flexible tempo?
- How can you use an online course to create an inspiring environment where creative discussions between colleagues can take place?
- What is the role of the management in successfully implementing online courses?
- How can you use the LMS for validation of skills?

*Is your key personnel's knowledge of managing demanding crisis contingencies up-to-date?  
Are you utilizing the best technological solutions available in safety management and training?  
Are you looking for a partner in developing new applications?*

**We offer you the confidence and solutions for facing an emergency.**



### Crisis management exercises

Crisis Management exercises operated with the **Trasim -training simulator** let the trainees immerse themselves in the simulations while the courses of events feel realistic. We can also establish situational management exercises in a virtual 3D -training platform. Compared to traditional methods, **better learning results will be achieved - efficiently.**



### 3D-visualization

3D-visualization is beneficial in planning or training activities related to security / safety contingencies in large construction projects, industrial parks, logistics hubs, etc. It supports planning for functionality, preparing for emergencies, personnel training and stakeholder communication. **3D-visualization improves the outcomes of planning and training.**

### Crisis management and communication solutions

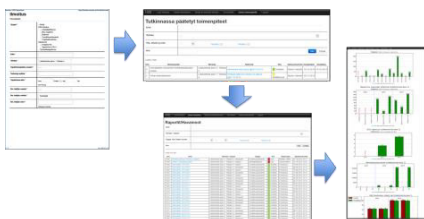
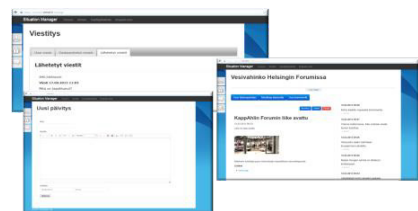
The key factors for successful crisis management are alerting the crisis decision makers rapidly, and consistent, real-time situational awareness. Our user-friendly and reliable online **Sitman**-solution enables alarming as well as a **shared situational awareness regardless of time and location.**

### Incident management solutions

Safety incident management solution **HSE** considerably **saves working time and adds efficiency in managing incidents.** Report the incident straight from the scene of events – even with your smart phone or tablet. Investigate, and share responsibilities for remedial actions. Create safety tours and quarters. Follow the completion of procedures. Utilize the automated reports in communicating with your management team.

### Cyber security exercises and training

Cyber security has an ever growing significance. Experience has proved that the greatest cyber risks originate from either deliberate or accidental mistakes of an organization's own employees. **Our cyber training services enable efficient, high-quality improvement of the whole personnel's cyber knowledge,** making use of e-learning platforms, intelligent contents and analytics.



**Insta is a trustworthy, expertised and inspiring Finnish partner in your service.**

Explore our website: [www.insta.fi/innovation/en/](http://www.insta.fi/innovation/en/)  
**Contact:** Director, Customer Relations and Business Development,  
Mr. Martti Setälä (+358-(0)40 536 6350 / [martti.setala@insta.fi](mailto:martti.setala@insta.fi))

# PROGRAMME - TUESDAY MAY 10<sup>TH</sup> 2016

## 13:40 - 15:10 FDF 1-2-3: A MOODLE-BASED MOOC ABOUT THE FINNISH DEFENCE FORCES

Reflective practitioner – what is good education and learning?

In the session Magnus tells you short about his journey through the Swedish education system in which he has carried out systematic change process to enhance learning.

The main idea is to activate and to optimize value creation and resource consumption. You will find out how this is concretely implemented, what positive and negative effects it had and what reflections it brought.

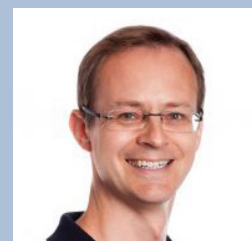
The big question is: What is good education and learning?

Kalle Huhtala is Director of Development at Edita Publishing Ltd.

His main areas at work are the development of advanced digital learning materials, the concept of learning at work and the use of gamification.

Kalle has a long history with the Finnish Defence Forces, working in many extensive multimedia-based eLearning courses.

His video biography can be found here: <http://youtu.be/JJwXhB8orWc>



**Kalle Huhtala**

## WORKSHOP 2 - TUESDAY MAY 10<sup>TH</sup> 2016

### 16:10 - 17:40 LEARNER-ADAPTIVE CONTENT - MAKE LEARNING ADAPT TO THE USER'S NEEDS

Many learning initiatives today ends up being a one-time event. We create a “course” and, whether that is pure elearning or a blended initiative, it most often is used once by the target group who are taken through a pre-defined path of pre-defined content and activities.

Allowing this content to adapt to the individual learner needs and learning styles/preferences is often seen as hard and costly, and we end up squeezing everyone into the same mould, creating disengaged, bored learners who, frankly, would be happy to never see the content again.

Most likely they never will anyway, as accessing any golden nuggets of information later becomes very hard when they are hidden inside large course-structures on the LMS which aren't searchable.

How can we increase learner engagement and satisfaction, reduce and focus training time and make learning content usable outside the one-time training event?

How can we make the content not only available, but actually usable and useful, across all of the various devices we all use today and the very different ways we use these devices?

The presentation will show and discuss practical examples of how you can create flexible, learner-adaptive content and how this, in combination with a powerful search-functionality, can change the way users access and use learning.

Head of Product, CourseBuilder Sven Ove Sjølyst  
Lumesse Learning

Mr. Sven Ove Sjølyst has a background with a M.Sc. in Business Administration and Computer Science. He has been working with e-learning development since 1991, first in Denmark for Applied Learning (NETG), then for the Danish Technological Institute and finally for InterPartner Management Consultants. In 1997 he moved to Norway and joined Boxer Technologies, which later merged with Edvantage group (EDG) which was bought by Lumesse in 2011.

As VP Productions in Boxer Technologies and later in Edvantage group Norway, Mr Sjølyst was responsible for development of all bespoke projects in addition to the authoring tool CourseBuilder.

He has led a number of large e-learning projects (up to € 2 million in size) and been responsible for yearly project portfolios of up €7 million.

Since 2007 he has, as VP CourseBuilder in Edvantage Group and later Head of Product, CourseBuilder in Lumesse focused solely on the development and sales of the award-winning authoring tool CourseBuilder, working with clients like Vodafone, the UK Ministry of Defense, Volvo, Electrolux, SEB, Lloyds Banking Group and many others.



**Sven Ove Sjølyst**

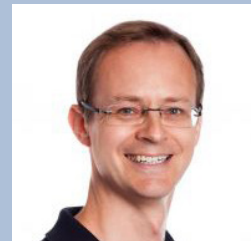
## WORKSHOP 2 - TUESDAY MAY 10<sup>TH</sup> 2016

### 16:10 - 17:40 USING MICROSOFT ONENOTE AND SURFACE PRO FOR ELEARNING CONCEPT WORK AND CONTENT PRODUCTION

In this workshop you will learn how to use Microsoft OneNote effectively to research, gather, edit and share information and material in ADL projects.

Combined with the Surface Pro and its pen, OneNote forms an effective tool for the modern way of working and learning.

Se page 25



**Kalle Huhtala**

## WORKSHOP 2 - TUESDAY MAY 10<sup>TH</sup> 2016

### 16:10 - 17:40 HOW TO USE ADOBE CAPTIVATE AS A CONTENT BUILDER

With Captivate 8 it is easy to create content for mobile devices, the web, desktops, and leading LMS's.

Captivate is a great screen recording tool, but with the latest editions, the focus on creating advanced interactive e-learning projects has increased.

Especially the new opportunity in Captivate 8 to develop responsive projects in an easy way is great. Combined with publishing to SCORM, TINCAN etc. and native apps using Phonegap, Captivate is a versatile tool for e-learning developer.

In the workshop we will show a small project, and see how Captivate handles the project development simultaneously on Pc, tablet and mobile.

Frank Wilhard Rosengaard is a Warrant Officer II in the Royal Danish Airforce.

Frank is an e-learning instructor and developer at the Royal Danish Defense College.

He is responsible for the development and training on Adobe Captivate.



**Frank Wilhard  
Rosengaard**

# PROGRAMME - WEDNESDAY MAY 11<sup>TH</sup> 2016

## 08:45 - 09:30 EMERGING TECHNOLOGIES AND THE FUTURE OF MILITARY LEARNING

Globalization, social media, ever-increasing computing power, and the proliferation of low-cost advanced technologies have created a level of worldwide complexity and rapid change never before seen.

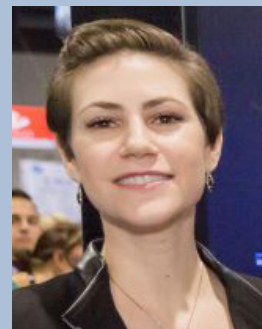
To remain competitive in this environment, coalition defense agencies must identify new ways to empower our forces. Part of that solution includes increased investments in our personnel (i.e., our “talent” or “human dimension”).

Specifically, military personnel require an expanded set of competencies, higher levels of nuanced skills such as critical thinking and emotional intelligence, and more efficient and agile pathways to expertise.

Towards this end, this talk will outline a vision for the future of military learning, painting a picture of the “art of the possible,” and describing a range of emerging learning technologies that will enable this vision.

Director Sae Schatz, ADL Initiative

Sae Schatz, Ph.D., is an applied researcher, learning science practitioner, and director of the U.S.-based Advanced Distributed Learning (ADL) initiative and corresponding global partnership network.



**Sae Schatz**

# PROGRAMME - WEDNESDAY MAY 11<sup>TH</sup> 2016

## 10:00 - 10:30 BREAKTHROUGH IN LEARNING EFFECTIVENESS AND ANALYTICS WITH PHENOMENON-BASED LEARNING AND EXPERIENCE API

Phenomenon-based learning is one of the learning pedagogies that has recently raised a lot of discussion around the world.

The idea behind it is to learn in a form of phenomena and bring learning and teaching closer to actual practice, rather than focusing on single, disconnected subjects that do not relate to everyday life or to each other, at all.

Phenomenon-based learning improves for example effectiveness, problem-solving skills, and interaction between learners.

Advisor of Online Learning Ville Tuominen

Ville Tuominen is responsible for vocational eLearning unit of North Karelia eCollege at PKKY (North Karelia municipal education and training consortium).

Unit provides online studies for vocational students and leads the development of eLearning environments at PKKY.

Ville has also been the PKKY lead in the NASA's Epic Challenge program.

Ville has been working in educational ITC projects and been leader of eCollege since 2009.

Before PKKY and eCollege he has been working as a head teacher of humanistic studies and also as a mathematics, physics and ITC teacher.

Ville has also been working in Finland's national curriculum project for national board of education in 2005 - 2007.

His special field of experiments and own research is on pedagogical models, intelligent information systems and measuring learning through learning environments.



**Ville Tuominen**

# PROGRAMME - WEDNESDAY MAY 11<sup>TH</sup> 2016

## 10:40 - 11:10 IS TECHNOLOGY CHANGING OUR BRAINS?

What affects (negative or positive) do emerging technologies have on our cognitive processes, motivation, or memory?

Do such changes augment or hinder our learning?

What hidden or subtle cultural implications are we missing?

What practical implications should we consider in our designs to leverage these potential changes?

This presentation explores each of the questions above in an effort to help spur new designs leveraging these insights within our current technological environments.

Dr. Thomas Archibald  
Intelligent Decision Systems, Inc

Tom Archibald possesses extensive national and international experience and expertise in human performance technology, instructional systems design, and educational psychology within academia, government, and industry.

Dr. Archibald's areas of interest include creativity and human performance, competency-based learning, sports psychology, distributed cognition, and agile project management.

Dr. Archibald is currently the Technical Director at Intelligent Decision Systems, Inc (IDS).



**Thomas Archibald**

## 11:20 - 12:00 EXHIBITION

See page 16.

# PROGRAMME - WEDNESDAY MAY 11<sup>TH</sup> 2016

## 13:00 - 13:30 LEVERAGING EMERGING LEARNING TECHNOLOGIES AT NATO SCHOOL OBERAMMERGAU

In 2013 NATO School Oberammergau, celebrated its 60th Anniversary. Today NATO School has a teaching and training experience for over 63 years and is the global leader in multinational military education and individual training. In addition to the resident programme and the mobile training teams NATO School offers, the Advanced Distributed Learning (ADL) Office developed for the last decade a solid online programme enhancing the NATO School's academic curricula and supports NATO/PfP ADL efforts through online collaborative platforms and learning management systems (LMS). Currently NATO School has over 45 ADL courses online, which are supporting various resident courses.

The idea of online education started in 2005 offering NATO School students' basic information about the course topic to allow them to inform themselves prior attending a NATO School course. ADL for pre-learning purposes, as used today at NATO School, can be a very useful tool in support of the resident courses. The blended learning approach at NATO School allows the course director and the lectures to presume certain knowledge on each course topic and address the audience on more detailed issues of the topic. In addition to that eLearning at NATO School is not be seen as a strict pre-learning tool, ADL offers a widespread possibility in individual training and learning, e.g. instructor lead course preparation, e-readings and the building of communities of practise. By using ADL in different ways the Course Directors can focus on the specials needs of his audience and tailor not only the ADL course, but especially the resident course to the needs and wishes of the students. Besides the pre-learning ADL courses, NATO School's ADL Office produced also courses of broader interest, which give students supplementary information on current NATO topics, such as e.g. Defence Against Terrorism, Combating Trafficking in Human Beings, Rules of Engagement, Procurement and Contracting.

Besides developing eLearning products the team is also actively engaged in education and training. Their efforts include among others, foster the understanding within the Alliance for the need to engage with emerging learning technologies within all fields of education, especially addressing broader topics such teaching gender to the military.

In addition to that the team successful implemented in 2014 NATO School the NATO eLearning Instructional Design Course to the NATO School curricula. The course is specially designed for those who will create e-learning products, as well as to implement and evaluate e-learning solutions in support of NATO E&IT requirements, and is offered twice a year.

With this course the NATO School ADL Office is closing the loop between online teaching and tutoring and classroom instruction. It is not only training new eLearning team members for the Alliance it also demonstrates how the idea of blended and learning and flipped classroom can be step by step implemented within a military training and education environment.

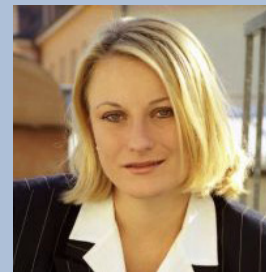
ADL at NATO School proved to be not only an additional learning tool which is offered to students it managed to prove that collaborative learning is possible within a NATO / PfP training and education environment. By linking the different efforts, the learner gets most out of the NATO School experience and gets best possibly prepared for the everyday tasks.

This article will discuss how NATO School's ADL Team managed and establish the idea of collaborative learning at NATO School and how the curricula of an institution can be enhanced through various e-Learning technologies. The power of global collaboration, which finds it start at the ADL Office at NATO School Oberammergau, proves that within a world of rapid changing threats and challenges on different levels and through different acteurs time and place independent training and teaching is inevitable.

# PROGRAMME - WEDNESDAY MAY 11<sup>TH</sup> 2016

The idea of the knowledge community e-NATO, which has its beginnings in the ADL collaboration through the PfP Consortium of Defence Academies and Security Studies Institutes, will drive future developments within that area and will continue to enhance and drive the training, tailored to the needs of each individual soldier, seaman or airman.

Ms Tanja Geiss is the Advanced Distributed Learning (ADL) Chair at NATO School, Oberammergau, Germany. Her roles include the management of NATO School's online course programme, establishing and fostering NATO School's strategic engagement with its major eLearning Partners within NATO and PfP. She was also involved in the conceptual development of the NATO School eLearning Course, which provides participants with the skills to develop, evaluate and implement eLearning solutions in support of NATO E&IT requirements. Now Ms Geiss is also one of the course directors for this course (the M7-126 course) which is conducted twice a year at NATO School Oberammergau, and is lecturing regularly at other NATO School courses.



**Tanja Geiss**

Additionally Ms Geiss published various articles on ADL and eLearning in Germany, Poland, Romania, Ukraine and USA. Currently she is working together with the Education Development Working Group and the Security Sector Working Group on a Manual on "Teaching Gender to the Military". Ms Geiss is regularly invited to speak on international conferences about ADL and eLearning, and best practices on using new technologies for education and training. She has been also engaged in the PfP Consortium ADL Working Group and the Education Development Working Group for many years. She lectures on "Combating Human Trafficking", "Gender", "Equal Opportunities" and "Terrorism".

Gigi Roman is the Advanced Distributed Learning (eLearning) Coordinator responsible for NATO School's online education, training and online content management. He is also one of the Course Directors for NATO School's eLearning Instructional Design course which provides participants the skills to develop, evaluate and implement eLearning solutions in support of NATO E&IT requirements.



**Gigi Roman**

His work involves new product design and strategic relationships for the organization learning management systems, authoring tools and collaboration solutions. In previous roles with NATO School and the PfP community, he has overseen the development of web-based knowledge management systems and the repurposing of instructional materials for online delivery. He is an active member of the Advanced Distributed Learning and the Education Development Working Groups of the PfP Consortium of Defence Academies and Security Studies Institutes.

# WORKSHOP 3 - WEDNESDAY MAY 11<sup>TH</sup> 2016

## 13:40 - 15:10 H5P, XAPI AND PVMOODLE 3.0

H5P to create rich interactive content for eLearning

The need for easy to produce rich media content is driving force for developers in eLearning all over the world. Learning is more and more happening in visual interactive environments and that puts pressure for eLearning designers and instructors.

One solution answering to this need is open source HTML5 eLearning authoring tool called H5P ([www.h5p.org](http://www.h5p.org)). With H5P instructors can create HTML5 mobile friendly interactive eLearning content on web browser without any technical expertise.

The idea of H5P aims to make it easy for everyone to create, share and reuse interactive HTML5 content. From traditional Course Presentations to Interactive Videos and Presentations, Quizzes, Games and Social Media integrations have been developed and shared using H5P. There are over 30 Content Types for Games, Multimedia, Questions and Social Media. H5P is free and open technology, licensed with the GPL2 license.

H5P framework

H5P consists of a web based content editor which instructors use for content creation, a web site run by Drupal or Wordpress for sharing content type with H5P plugins and it's own file format for bundling together created HTML5 resources. At the moment H5P.org support Wordpress and Drupal.

H5P and eLearning with Moodle

H5P provides the tools for teachers and instructors to create learning content in a web browser. There has been increasing need for plugin to Moodle globally and Mediamaisteri Oy from Finland and Joubel from Norway have started collaboration to create this plugin. At the moment content created with H5P can be uploaded to Moodle as Activity file. This makes possible to create also content which needs to be situated in highly secured server environment. Next step will be H5P editor which is a real plugin to Moodle for H5P content creation without Drupal or other CMS – the content will be made inside Moodle and added to Moodle's Course Activities.

H5P and xAPI

Today learning happens outside of a Learning Management System and a PC's web browser. To track these experiences xAPI has been developed. As well described on [adlnet.gov](http://adlnet.gov) web site "xAPI releases us from the constraints of only being able to track web-based formal learning; in addition, it is capable of tracking informal learning, social learning, and real world experiences.

As H5P is a CMS plugin it does not include its own xAPI Learning Repository System. H5P generates the statements and delivers statements to the CMS or LMS (i.e. Moodle) so that CMS or LMS can use its own LRS integration to send H5P's statements to an LRS.

H5P, xAPI and PVMoodle 3.0

In development of new eLearning system PVMoodle 3.0 for Finnish Defence Forces training, H5P and xAPI are integrated to Moodle.

## WORKSHOP 3 - WEDNESDAY MAY 11<sup>TH</sup> 2016

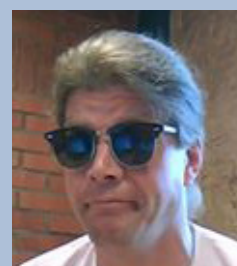
Chief Development Officer  
Mediamasteri Group  
May 2015 – Present (1 year)  
Building and rethinking eLearning with the Team and innovative Clients @ educational institutes, corporate and public sector

Product Manager and CDO  
Digital Lessons Finland Oy  
September 2014 – Present (1 year 8 months)  
As a PM and CDO I am responsible for visualizing information in eLearning processes with Digital Lessons expertise and @leap (Learn in Picture) -concept for Corporate Training and training in Educational Institutes.

CDO  
JJ-Net Group Oy  
January 2011 – August 2014 (3 years 8 months)  
Chief Development Officer. Head of eLearning Development in Globally Operating Companies using Augmentent Reality in Photo Realistic Virtual 360 Environments. Usability and Accessibility expert in web services.

Owner  
Avence Digital Oy Ltd  
February 2002 – December 2010 (8 years 11 months)  
Special Needs Accessibility and usability expert in Web Services.

Teacher  
Bovallius Vocational School  
August 1987 – August 1999 (12 years 1 month)  
ICT Teacher for Special Needs vocational training. 5 years 1994 - 1999 manager of Multimedia Learning Material Production Team in Bovallius.



**Petri Virtanen**

In the workshop we will present benefits of using H5P in Content creation and using them inside Moodle based LMS. We will also present the future integration of xAPI in PVMoodle 3.0.



Insta AirHow Oy enables its customers to utilize the benefits of unmanned aviation in a safe and customer-oriented manner. We help our customers understand the possibilities of RPAS from the perspective of their own activities in addition to helping them acquire the abilities to gain the benefits of RPAS.

If necessary, we will take care of RPAS operations on a turnkey basis so that the customer will obtain the desired sensor view or information without the need for investments or special expertise required for the use of an RPAS.

Insta AirHow Oy is a company owned by Insta Innovation Oy and Meritaito Oy, and it is part of Insta Group. Both owners are Finnish companies meeting high security requirements.

# WORKSHOP 3 - WEDNESDAY MAY 11<sup>TH</sup> 2016

## 13:40 - 15:10 DIGITAL TRANSFORMATION OF LEARNING

Digital transformation is currently shaking several industries and influencing the way organizations and institutions operate. The nature of work is changing faster than ever. Working and learning have started to blend, and the digital transformation of learning has accelerated organizations' ability to transform. Learning is becoming more measurable, developable, and goal-oriented. Deciding when and where individuals learn is no longer time and place dependent. Thus, accelerating learning with the help of digitalization is becoming a critical success factor.

In a rapidly changing environment, it is essential to be able to analyze and develop learning and organizational capabilities in a similar way to other operations. Recognizing any potential shortage or risks within capabilities has become crucial for organizations.

Understanding how to maximize the effectiveness of learning and development should be a common interest of all organizations. Since learning and problem solving often happen in social and informal scenarios, it is important to have tools to measure and analyze 100% of learning activities.

In this presentation we show what kind of challenges Nasa is facing related to learning and workforce development, and present Case Collaboratory as a learning method. We will also state some key findings on what we should expect from the digital transformation of learning.

This presentation is based on the white paper Digital Transformation of Learning; Why we need another "Apollo Effect".

Chief Commercial Officer Janne Hietala  
 Arcusys Oy

Janne Hietala started his own consulting company at the age of 21. With Arcusys he has been leading the company's commercial operations since 2008.

Since 2010, he has been spearheading the Valamis - Learning Experience Platform development and commercialization of Finnish EdTech for global markets.

Janne was selected as a Young Entrepreneur of the Year in 2012.

Currently he is working towards the Digital Transformation of Learning vision with leading global organizations by leveraging the most important learning technologies like social learning, mobile learning, OpenBadges, Experience API, gamification and learning analytics.



**Janne Hietala**

## WORKSHOP 3 - WEDNESDAY MAY 11<sup>TH</sup> 2016

### 13:40 - 15:10 VIRTUAL WORLD SANDBOX

The Virtual World Sandbox (VWS) is an open source game development tool built in HTML5, by The Advanced Distributed Learning (ADL) Initiative.

VWS makes it easy to develop, maintain and deploy games, simulations or learning content.

In this demonstration we will show how easy it is to collaborate on building a small 3D simulation. We will build, deploy, and even integrate the simulation into our own LMS in less than 30 minutes.

WO-II Bob Ludvigsen  
Royal Danish Defence College

Bob Ludvigsen is a Warrant Officer II in the Army. He has 15 years' of experience in training conscripts and NCO's in infantry skills. After that period he was assigned to the Danish Defence Combat School for 6 years. Here he trained officers and NCO's to become commanders on armored vehicles. He has been deployed to ex. Yugoslavia for one tour, and a deployment to the NATO HQ in Belgium for a period of 3 years.

In 2008 he was assigned to the Danish Defence Electronic School. Here he uses his competences to design and develop Serious Games, e-learning and mobile learning.



**Bob Ludvigsen**

Assist in this WS is Multimedia Designer (MMD) Ramon Roset Sanjaume.  
Royal Danish Defence College

Ramon is also a video photographer and expert in animations, multimedia content for e-learning purposes such as video, picture, illustration and motion graphics to the Danish Defence Electronic School.



**Ramon Roset Sanjaume**

# PROGRAMME - WEDNESDAY MAY 11<sup>TH</sup> 2016

## 15:30 - 16:00 A NEW ENGAGING E-LEARNING COURSE IN SUBMARINE SAFETY

How to use Google street view to walk around in the submarine. Captain give orders and task to the students.

Commander/ Lieutenant Commander  
Leif Ivar Wahlund / Roar Gabrielsen  
Norwegian Armed Forces - Submarine Service

Submariners



**Leif Ivar Wahlund and  
Roar Gabrielsen**

## WORKSHOP 4 - WEDNESDAY MAY 11<sup>TH</sup> 2016

### 16:10 - 17:40 USING LEARNING PLATFORMS FOR OTHER PURPOSES THAN COURSES

Often when you talk or hear about Learning Management Systems or learning platforms you tend to think about courses, exams and other things closely related to education. But there are a lot of other things that you can use your LMS for.

This workshop will focus on other areas, than traditional Online Learning, where a LMS can be of use. We will give you four tangible examples and discuss how to think when creating the setup for these activities, some of them uses the LMS to a 100% and some much less. The examples are taken from a military context but could easily be adapted in a civilian context

**Come and meet us and let's get inspired!**

Major Tohmas Ax

Swedish Armed Forces development unit for leadership and pedagogy

Project Manager at the Swedish Armed Forces development unit for leadership and pedagogy. Major Ax started his career in the Swedish Airforce as a Flight Technician, after 16 years of technical service he shifted posting to the Military Academy in Halmstad.

After a few years as a head teacher in Military Technology as well as in Pedagogy he then 2009 joined the FMLOPE. Major Ax has since then been a representative in several international educational working groups such as NATO Training Group IT&ED, PFP consortium ADL WG and the NORDEFCO ADL Forum of experts (former NDLCG).

He has also been project manager for the definition of requirements and procurement of a joint Internetbased learning platform for the Swedish Armed Forces.



**Tohmas Ax**

Major Niclas Ljung

Swedish Armed Forces development unit for leadership and pedagogy

Major Ljung has 15 years of experience as a Project Manager in the Swedish Armed Forces Development Unit for Leadership and Pedagogy. He holds a degree in Concept Development and Experimentation (CD&E).

His main focus is to create better conditions for leadership and Net Based Learning in the Swedish Armed Forces. Major Ljung is a member of the NORDEFCO ADL Forum of Experts and also a representative in the NATO Training Group IT&ED (Individual Training and Education Development).



**Niclas Ljung**

## WORKSHOP 4 - WEDNESDAY MAY 11<sup>TH</sup> 2016

### 16:10 - 17:40 DESIGNING SELF LEARNING MATERIAL - TIPS AND TRICKS

We will take a down to earth look how to design great self learning material.

- How to structure the course
- What elements to use and why
- How to avoid most common mistakes

Project manager Timo Karvinen  
FINNISH DEFENCE FORCES ADL Office

Years in ADL; planning, coordination, designing, teaching etc.



**Atle Svendsen**



MEDIAMAISTERI

# AIDOSTI AVOIN

Mediamaisteri is a strong strategic partner for private and public organizations offering versatile technical solutions and content creation for future learning management and development.

[www.mediamaisteri.com](http://www.mediamaisteri.com)



## WORKSHOP 4 - WEDNESDAY MAY 11<sup>TH</sup> 2016

### 16:10 - 17:40 HANDHELD VIDEO PRODUCTION, 360 VIDEO

I will show simple tips how to film handheld.

Mobile devices, DSLR and lowprice camcorders all work equally well for simple video, just think about the basics and plan carefully.

- Stand right and use your body – How to use your body as tripod
- Mobile devices – how to film using your mobile devices
- Planning – tips about planning your recordings
- Filming freehand – if you can't use a tripod

Mr. Magnus Gudmundsson

Magnus Gudmundsson.jpg Worked in the Swedish Armed Forces since 2000 and with production of ADL-courses since 2005 and are currently working at FMLOPE (Swedish Armed Forces Leadership and pedagogy unit).

Trained in interactive media, video, photo and graphic production.



**Magnus  
Gudmundsson**



# WORKSHOP 4 - WEDNESDAY MAY 11<sup>TH</sup> 2016

**16:10 - 17:40 MAKING INTERACTIVE VIDEOS WITH THE OPEN SOURCE PRODUCT H5P**

See page 34-35

See page 34-35



**Petri Virtanen**

# PROGRAMME - THUESDAY MAY 12<sup>H</sup> 2016

## 08:45 - 09:30 PREPARING THE INDIVIDUAL FOR THE COLLECTIVE

In Star Trek's hostile Borg species, the threat "You will be assimilated", spreads fear into peaceful worlds around the galaxy. However, the notion that each individual's skills and memory are put to the collective knowledge and wisdom, is something NATO attempts every time we run an exercise.

Taking thousands of augmentees from multiple nations, giving them three days academic training and then expecting them to function in a difficult and challenging environment, is always a hard expectation. NATO's Allied Command Transformation is now experimenting with a new concept for exercise preparation.

The Virtual CJOC (Combined Joint Operations Centre) will allow individuals from their home stations to prepare in small dispersed teams "a day in the life of an exercise". From familiarisation of NATO CIS systems to finding the mess hall, the immersive training tool will allow augmentees to prepare for their deployment.

This presentation will review the goals of the programme, demonstrate the capability and outline the challenges.

Mr. Paul Thurkettle  
NATO ACT

Paul Thurkettle is a British NATO civilian working at one of the two NATO strategic commands, Allied Command Transformation based in Norfolk, Virginia.

His twenty six year NATO career and 12 year Royal Air Force service has covered telecommunications, command and control systems, technology and training.

Now in his role as the lead for NATO in adopting technology for education and training he is introducing e-Learning into NATO covering all aspects of this field from serious games/virtual worlds (Immersive Training) to mobile learning to Transmedia Learning.

Paul lives in Hampton, Virginia with his two children and as many boats as he can afford.



**Paul Thurkettle**

# PROGRAMME - THUESDAY MAY 12<sup>H</sup> 2016

## 10:00 - 10:30 ENHANCING TRAINING EFFECTIVENESS OF LEGACY TRAINING PRODUCTS FOR MILLENNIALS

The culture of learning has seen exponential rates of change over the last decade – in large part due to the differences in training requirements needed to engage the income generation of “Millennials” (the generation born between 1976 and 2001.)

The Millennials are the first group of incoming trainees that are full digital natives, and as such training these young adults with legacy training products presents several challenges. The tech-savvy, multi-tasking nature of this generation does not respond to traditional PowerPoint based lectures, classroom based instruction, and may not even fully engage when presented with some forms of Interactive Multimedia Instruction (Computer Based Training.)

In order to fully engage the new trainees, it is essential to find ways to integrate new emerging technologies, and customized game-based training solutions to meet and sustain legacy training requirements.

The AEgis Technologies Group, Inc. (AEgis) is working with the U.S. Army’s Night Vision and Electronic Sensors Directorates (NVESD) in an effort that includes modifying the core functionality of an interactive, on-the-move training game (AEgis’ “Combat ID” game) with NVESD’s Recognition of Combatants – Vehicle (ROC-V) and Recognition of Combatants - Reconnaissance, Surveillance, Targeting and Acquisition (ROC-RSTA) training programs.

The idea is to approach legacy combat identification (friend or foe) training requirements in a manner that is more appealing to Millennial soldiers. The presentation will follow the evolution of the fundamental (legacy) training requirement of tactical vehicle identification to show how we’ve arrived at this concept.

The presentation will discuss the early beginnings of training delivery through index cards, and PowerPoint presentations – and the first evolution of this requirement into a high fidelity, interactive, application-based, serious game called COMBAT ID. Subsequently the presentation will cover the current iteration of integration into emerging training technologies through the ROC-V game, and partnership with NVESD.

The presentation will describe how this game-based training solution satisfies five key learning-theory prerequisites that are critical to training students of any generation, but particularly for Millennials.

The presentation will also describe how the training architecture is customized to provide performance feedback, select appropriate instructional strategies, and tailor learning content to focus on the individual needs of each user.

The presentation describes the performance measures established for the user evaluations being conducted, to assess the training effectiveness of the serious game enhancement for the legacy training product, and the results of the user assessments.

The presentation will conclude with a discussion of future plans to improve training effectiveness based on the results of the user evaluations, and integration into newly released technologies for ongoing training efficiency.

# PROGRAMME - THUESDAY MAY 12<sup>H</sup> 2016

Business Development Manager Jenna Tuck  
AEGIS Technologies Group

Jenna Tuck is the Business Development and Sales Manager for The AEGIS Technologies Group, Inc. in Orlando, Florida. Her background includes 10 years of experience in the Simulation and Training Industry, with experience in a broad range of positions in Research & Development, Engineering, Production Management, and Business Development.

Jenna has held positions as Project Manager, Assistant Design Engineer, Production Manager, Business and Development Manager, and others during her 10 years in the industry.

Jenna has a BSE from the University of Central Florida, and currently serves on the board of AUSA, Central Florida Navy League, and is the Vice President of the AUSA Young Professionals organization for Central Florida.



**Jenna Tuck**

# PROGRAMME - THUESDAY MAY 12<sup>H</sup> 2016

## 10:40 - 11:10 MARINE ENGINEER THROUGH DISTANCE LEARNING IN A GROUP ORGANIZED SETUP

Marine engineer through distance learning in a group organized setup

Marine engineer through distance learning.

Over the past six years, we have taught Marine engineer students via distance learning on the three years Bachelor degree. We have managed to create a distance learning environment that gives greater satisfaction among students than among similar students in attendance study. Our distance learning program distinguishes itself by being directed against teams where participants act in groups and in which teachers engage in close dialogue with the students.

I will through the presentation show:

- Building a case- / scenario-based group organized course
- Learning processes based on a social constructivist point
- The study viewed from two student's point of view. These will participate via for example Skype or Adobe Connect.

Associate Professor Per Hessellund  
Aarhus School of Marine and Technical Engineering

- Smith
- Marine Engineer
- Master in ICT and Learning
- Taught for 20 years
- Has been responsible for VLE (Moodle) the last 10 years
- Developed and is the coordinator of our distance learning program



**Per Hessellund**

# PROGRAMME - THUESDAY MAY 12<sup>H</sup> 2016

## 11:20 - 12:00 GOVERNMENT SHARED LEARNING SERVICES

Government Shared Learning Services

Shared Learning Services across Government:

My presentation will focus on the lessons learned and best practices within the field “multi-platform delivery of courseware” across the U.S. DoD and Federal Government. I will specifically talk about shared learning services through our USALearning program.

USALearning is the official learning and development site for the United States federal government. USALearning is a government entity within the U.S. Office of Personnel Management (OPM) that is a Human Resource Line of Business “Preferred Provider” for all e-learning products and services government-wide.

USALearning supports the development of the federal workforce and advances the accomplishment of agency missions through simplified and one-stop access to high quality e-learning products, information, and services.

Some of our offerings include the development and delivery of customized Learning Management Systems (LMS) - including Open Source, Government, and Commercial solutions, Learning Content Management Systems (LCMS) and associated services, e-learning and online assessment platforms, communities of practice, and other customized content and collaboration platforms.

These include object and document repositories, web-based and blended learning courseware development, and innovative software engineering services to support the development of custom applications.

USALearning is primarily focused on supporting Federal Government and DoD organizations (National and International). USALearning assists organizations to effectively and efficiently achieve agency missions and enable high quality, just-in-time learning and performance support for government employees.

Director Paul Jesukiewicz  
 Office of Personnel Management (OPM) USALearning

Mr. Jesukiewicz has specialized expertise in the field of learning technologies with over 30 years of experience working in government, industry, and academia.

Paul served as a senior advisor on advanced learning technologies for U.S. DoD and was Director of the Advanced Distributed Learning (ADL) initiative.

He has a solid reputation as a thought leader in learning technologies, known both nationally and internationally.

He was inducted into the Federal Government Distance Learning Association (FGD-LA) Hall of Fame in 2012 as recognition for significant career accomplishments in promoting and developing distance learning in the Federal Government.



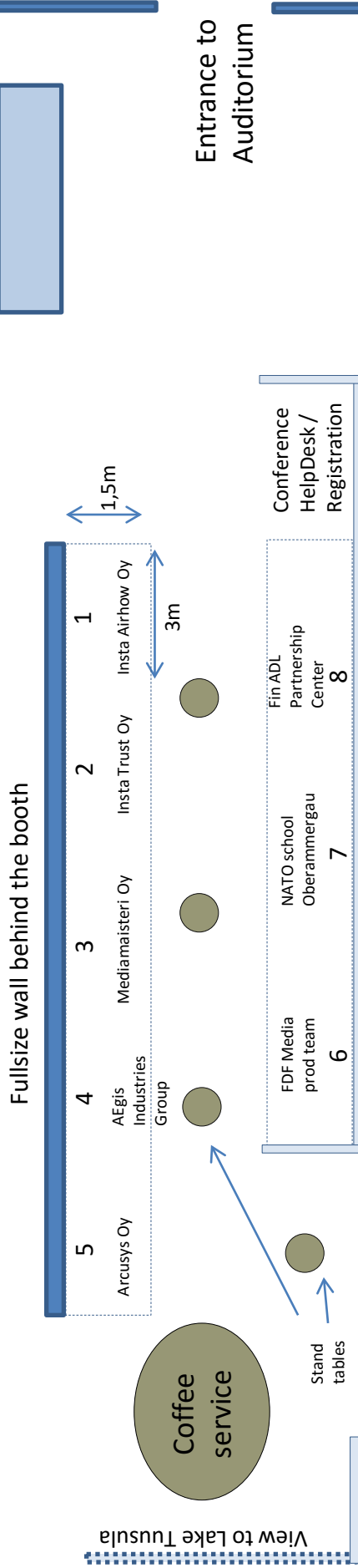
**Paul Jesukiewicz**

**NORDEFCO**  
NORDIC DEFENCE COOPERATION

**ADL conference**  
**Exhibition area**  
(Picture not in scale)

Workshop-  
rooms 2 and 3

Hotel  
Reception

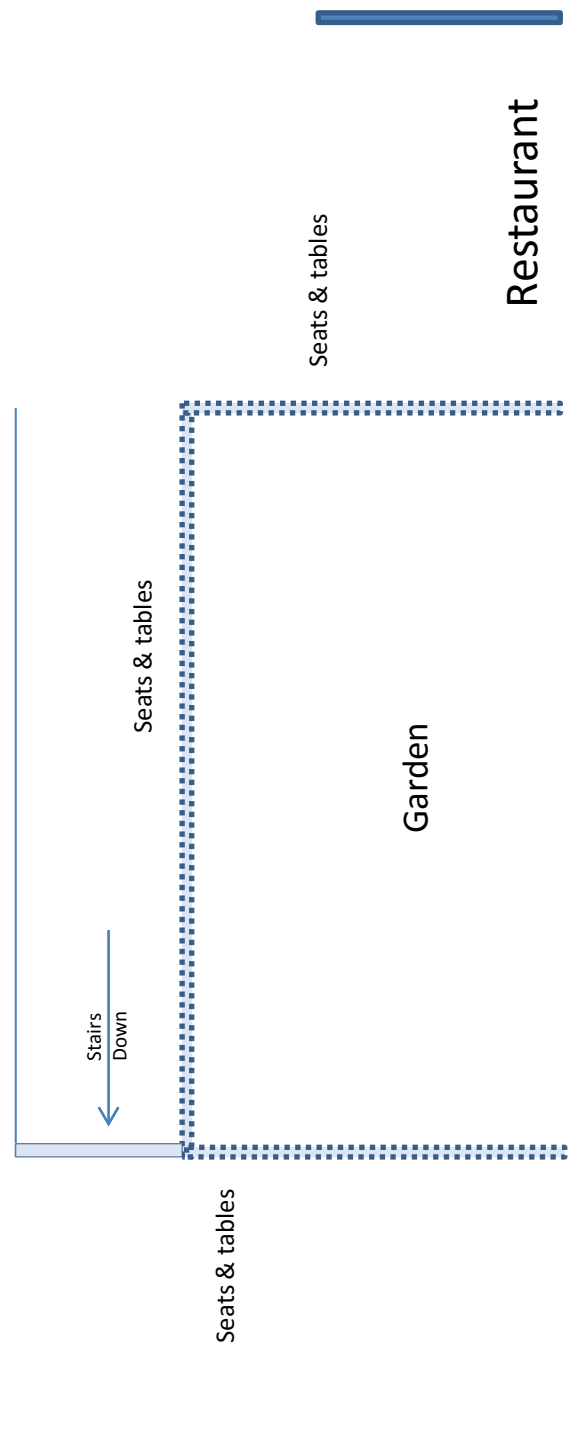


Entrance to  
Auditorium

Main entrance

Rest-  
rooms

Half wall behind the booth



Restaurant

# NORDIC ADL CONFERENCE 2017

## Dear colleagues and professionals of ADL

It is our pleasure to invite you to the 5th annual NORDEFECO ADL conference in Sweden next year.

The conference has in recent years grown from a national Norwegian conference to a joint Nordic ADL event with international attendees and speakers.

In the spirit of the Nordic cooperation, the NORDEFECO ADL Forum of Experts has decided to make this conference a roving event. After the event in Sweden 2017, the conference will be organized by Denmark in 2018 followed by Norway in 2019.

The main concept of the conference will be more or less the same as previous years with some variation regarding the topics in focus for speeches and workshops. The main themes for next year's conference will be decided by the NORDEFECO Forum of Experts.

The 5th NORDEFECO ADL conference will be hosted in the southwest part of Sweden at hotel Tylösand outside the city of Halmstad. The hotel is located right by the beach and from the conference room and from most of the hotel rooms you can enjoy a beautiful view of the sea.

The best option when travelling to Halmstad from outside the Nordic countries is to fly to Copenhagen airport. From the airport there are trains leaving for Halmstad hourly. The train to Halmstad takes approximately 2 hours and 15 minutes. We will provide transport from the central station to the hotel.

The conference fee will include accommodation, breakfast, lunch, dinner and all conference services. The webpage, [www.nordicadl.com](http://www.nordicadl.com), will be open for submissions and registrations in December.

We are looking forward to seeing you all in Sweden next year,

**Colonel Tommy Karlsson, Commander of the Military Academy in Halmstad**



# NORDEFCO

NORDIC DEFENCE COOPERATION



Tuusula is home for over 36 000 people and about 1 900 companies. Hyrylä is the centre of Tuusula, at the southern end of lake Tuusulanjärvi. The redbrick buildings in Hyrylä are reminiscent of the garrison tradition. The valley along Tuusula-river, and Lake Tuusulanjärvi are the lungs of Hyrylä and significant recreational areas.

In Tuusula we can't offer you gorgeous mountain sights as in Gol but you may relax by watching the beautiful Lake Tuusula and enjoying the cultural spirit of that area.