

# CHALLENGING TRANSITIONS IN LEARNING AND WORK

THE SAGE HANDBOOK OF WORKPLACE LEARNING UNDERSTANDING LEARNING AT WORK THE SAGE HANDBOOK OF LEARNING AND WORK LEARNING, WORK AND PRACTICE: NEW UNDERSTANDINGS LONG LIFE LEARNING AUTHENTIC PROFESSIONAL LEARNING LEARNING/WORK THE FUTURE OF LEARNING FOR WORK INFORMAL LEARNING AT WORK THE FUNDAMENTALS OF WORKPLACE LEARNING LEARNING TO WORK LIFELONG LEARNING IN PAID AND UNPAID WORK THE HANDBOOK OF WORK BASED LEARNING DISCOURSES ON PROFESSIONAL LEARNING NIE PAPERS IN EDUCATION AND WORK DIALOGUE EDUCATION AT WORK WESTERN JOURNAL OF EDUCATION THE WORK-BASED LEARNING STUDENT HANDBOOK SOCIALIZATION AND LEARNING AT WORK AGORA-II MARGARET MALLOCH DAVID BOUD MARGARET MALLOCH PAUL GIBBS MICHELLE R. WEISE ANN WEBSTER-WRIGHT LINDA COOPER PAUL MATTHEWS KNUD ILLERIS THOMAS R. BAILEY D. W. LIVINGSTONE IAN CUNNINGHAM CHRISTIAN HARTEIS NATIONAL INSTITUTE OF EDUCATION (U.S.) JANE VELLA RUTH HELYER HEINZ LEYMAN JORDI PLANAS

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THIS HANDBOOK PROVIDES A STATE OF THE ART OVERVIEW OF THE FIELD OF WORKPLACE LEARNING FROM A GLOBAL PERSPECTIVE THE AUTHORS ARE ALL WELL PLACED THEORETICIANS RESEARCHERS AND PRACTITIONERS IN THIS BURGEONING FIELD WHICH CUTS ACROSS HIGHER EDUCATION VOCATIONAL EDUCATION AND TRAINING POST COMPULSORY SECONDARY SCHOOLING AND LIFELONG EDUCATION THE VOLUME PROVIDES A BROAD BASED YET INCISIVE ANALYSIS OF THE RANGE OF

THEORY RESEARCH AND PRACTICAL DEVELOPMENTS IN WORKPLACE LEARNING THE EDITORS DRAW TOGETHER THE THREE ESSENTIAL AREAS OF THEORY RESEARCH AND PRACTICE AND ISSUES AND FUTURES IN THE FIELD OF WORKPLACE LEARNING IN ADDITION FINAL CHAPTERS INCLUDE RECOMMENDATIONS FOR FURTHER DEVELOPMENT KEY RESEARCHERS AND WRITERS IN THE FIELD HAVE APPROACHED WORKPLACES AS THE BASE OF LEARNING ABOUT WORK THAT IS WORK BASED LEARNING THERE HAS ALSO BEEN EMERGING INTEREST IN VARIATIONS OF THIS IDEA SUCH AS LEARNING ABOUT THROUGH AND AT WORK MANY OF THE THEORETICAL DISCUSSIONS HAVE CENTRED ON ADULT LEARNING AND SOME ON LEARNERS MANAGING THEIR OWN LEARNING WITH EMPHASIS ON ASPECTS SUCH AS COMMUNITIES OF PRACTICE AND SELF DIRECTED LEARNING IN EUROPE AND AUSTRALIA EARLY WORK IN THE FIELD WAS OFTEN LINKED TO THE VOCATIONAL EDUCATION AND TRAINING VET TRADITIONS WITH CONCERNs AROUND SKILLS COMPETENCIES AND ON THE JOB LEARNING THE IDEA THAT LEARNING AND WORKPLACES HAD MORE TO DO WITH REAL LIFELONG AND LIFEWIDE ASPECTS THAN TRADITIONAL TRAINING REGIMENS HAS EMERGED IN THE LAST DECADE SINCE THE MID 1990s THE FIELD HAS GROWN WORLD WIDE AS AN AREA OF THEORY RESEARCH AND PRACTICAL WORK THAT HAS NOT ONLY EXPANDED THE INTEREST BUT HAS ALSO LEGITIMIZED THE AREA AS A FIELD OF STUDY REFLECTION AND PROGRESS THE SAGE HANDBOOK OF WORKPLACE LEARNING DRAWS TOGETHER A WIDE RANGE OF VIEWS THEORETICAL DISPOSITIONS AND ASSERTIONS AND PROVIDES A LEADING EDGE PRESENTATION BY KEY WRITERS AND RESEARCHERS WITH INSIGHT INTO THE FIELD AND ITS CURRENT STATE IT IS A RESOURCE FOR RESEARCHERS AND ACADEMICS INTERESTED IN THE SCOPE AND BREADTH OF WORKPLACE LEARNING

WORK NOW INVARIABLY REQUIRES A CONTINUAL FOCUS ON LEARNING TO IMPROVE PRODUCTIVITY TO ENHANCE THE FLEXIBILITY OF EMPLOYEES AND TO DEVELOP AND TRANSFORM ORGANIZATIONS THIS VOLUME BRINGS TOGETHER LEADING EXPERTS FROM THE UNITED STATES BRITAIN AUSTRALIA AND NEW ZEALAND TO CRITICALLY EVALUATE THE CURRENT DEBATES ON WORKPLACE LEARNING AND TO PROPOSE DIRECTIONS FOR FUTURE DEVELOPMENTS IN BOTH RESEARCH AND PRACTICE TOPICS COVERED INCLUDE EXPECTATIONS OF LEARNING AT WORK INTO THE TWENTY FIRST CENTURY LEARNING THEORIES PRACTICE AND PERFORMANCE IMPLICATIONS THE RELATIONSHIP BETWEEN WORKPLACE LEARNING AND OTHER FORMS OF LIFELONG LEARNING THE INTERNATIONAL DEVELOPMENTS IN COMPETENCY BASED APPROACHES TO LEARNING AND ASSESSMENT THE INFLUENCE OF LANGUAGE POWER CULTURE AND GENDER UPON THE CONSTRUCTION OF LEARNING TOPICAL AND INFORMATIVE THIS VOLUME WILL BE AN INVALUABLE RESOURCE FOR STUDENTS AND RESEARCHERS OF TRAINING HRD CONTINUING AND ADULT EDUCATION

THE FIRST TWO DECADES OF THE 21ST CENTURY HAVE CONTRIBUTED A GROWING BODY OF

RESEARCH THEORISATION AND EMPIRICAL STUDIES ON LEARNING AND WORK THIS HANDBOOK TAKES THE CONSIDERATION OF THIS TOPIC INTO A NEW REALM MOVING BEYOND THE SINGULAR LINKING OF IDENTITY LEARNING AND WORK TO EMBRACE A MORE HOLISTIC APPRECIATION OF LEARNERS AND THEIR LIFE LONG LEARNING ACROSS 40 CHAPTERS LEARNERS LEARNING AND WORK ARE SITUATED WITHIN EDUCATIONAL ORGANISATIONAL SOCIAL ECONOMIC AND POLITICAL CONTEXTS TAKEN TOGETHER THESE CONTRIBUTIONS PAINT A PICTURE OF EVOLVING PERSPECTIVES OF HOW SCHOLARS FROM AROUND THE WORLD VIEW DEVELOPMENTS IN BOTH THEORY AND PRACTICE AND MAP THE SHIFTS IN LEARNING AND WORK OVER THE PAST TWO DECADES PART 1 THEORETICAL PERSPECTIVES OF LEARNING AND WORK PART 2 INTERSECTIONS OF LEARNING AND WORK IN ORGANISATIONS AND BEYOND PART 3 LEARNING THROUGHOUT WORKING LIVES AND BEYOND PART 4 ISSUES AND CHALLENGES TO LEARNING AND WORK

THIS BOOK S ORIGINAL CONTRIBUTION TO A CROWDED LITERATURE ON WORK AND LEARNING WILL ATTRACT STRONG INTERNATIONAL INTEREST ITS FOCUS ON THE PHILOSOPHY OF LEARNING AT WORK BRINGS A FRESH PERSPECTIVE ON A TOPIC NORMALLY VIEWED THROUGH PSYCHOLOGICAL ANTHROPOLOGICAL AND SOCIOLOGICAL EYES IT ASSEMBLES A HOST OF INTERNATIONALLY RECOGNIZED SCHOLARS WHO REFLECT ON THE VARIOUS PHILOSOPHIES OF WORK BASED LEARNING FULL OF DISTINCTIVE AND ORIGINAL CONTRIBUTIONS THAT PROVIDE PERCEPTIVE INSIGHTS INTO THE SUBJECT THE WORK WILL BE A PRACTICAL SUPPORT TO TEACHERS TRAINERS AND RESEARCHERS AT THE SAME TIME AS IT GIVES READERS A CLEAR PHILOSOPHICAL GROUNDING IN LEARNING AT WORK IT IS HOWEVER NOT SIMPLY A BOOK ABOUT PHILOSOPHY BUT A GAZETTEER OF APPROACHES TO EDUCATION IN WORK THAT WILL SUSTAIN AND INSPIRE THOSE WHO PROVIDE ENGAGE IN AND SUPPORT THE LEARNING OF NEW KNOWLEDGE AND SKILLS IN THE WORKPLACE WITH ADAPTABILITY TO NEW EMPLOYMENT OPPORTUNITIES SO VITAL TO EXISTING WORKERS THE AUTHORS STAND BEHIND CONTINUED PROVISION OF WORK BASED LEARNING IN THE FACE OF TIGHTENING ECONOMIC CONSTRAINTS

A VISIONARY GUIDE FOR THE FUTURE OF LEARNING AND WORK LONG LIFE LEARNING PREPARING FOR JOBS THAT DON T EVEN EXIST YET OFFERS READERS A FASCINATING GLIMPSE INTO A NEAR FUTURE WHERE CAREERS LAST 100 YEARS AND EDUCATION LASTS A LIFETIME THE BOOK MAKES THE CASE THAT LEARNERS OF THE FUTURE ARE GOING TO REPEATEDLY SEEK OUT EDUCATIONAL OPPORTUNITIES THROUGHOUT THE COURSE OF THEIR WORKING LIVES WHICH WILL NO LONGER HAVE A BEGINNING MIDDLE AND END LONG LIFE LEARNING FOCUSES ON THE DISRUPTIVE AND BURGEONING INNOVATIONS THAT ARE LAYING THE FOUNDATION FOR A NEW LEARNING MODEL THAT INCLUDES CLEAR NAVIGATION WRAPAROUND AND FUNDING SUPPORTS TARGETED EDUCATION AND CLEAR

CONNECTIONS TO MORE TRANSPARENT HIRING PROCESSES WRITTEN BY THE FORMER CHIEF INNOVATION OFFICER OF STRADA EDUCATION NETWORK S INSTITUTE FOR THE FUTURE OF WORK THE BOOK EXAMINES HOW WILL A DRAMATICALLY EXTENDED LIFESPAN AFFECT OUR CAREERS HOW WILL MORE TIME IN THE WORKFORCE SHAPE OUR EDUCATIONAL DEMANDS WILL A FOUR YEAR DEGREE EARNED AT THE START OF A 100 YEAR CAREER ADEQUATELY PREPARE US FOR THE CHALLENGES AHEAD PERFECT FOR ANYONE WITH AN INTEREST IN THE FUTURE OF EDUCATION AND CLAYTON CHRISTENSEN S THEORIES OF DISRUPTIVE INNOVATION LONG LIFE LEARNING PROVIDES AN INVALUABLE GLIMPSE INTO A FUTURE THAT MANY OF US HAVE NOT EVEN BEGUN TO IMAGINE

THERE IS CONSIDERABLE AND GROWING INTEREST IN PROFESSIONALS LEARNING ACROSS THEIR WORKING LIVES THE GROWTH IN THIS INTEREST IS LIKELY PREMISED UPON THE INCREASING PERCENTAGE OF THOSE WHO ARE BEING EMPLOYED UNDER THE DESIGNATION AS PROFESSIONALS OR PARA PROFESSIONAL WORKERS IN ADVANCED INDUSTRIAL ECONOMIES PART OF BEING DESIGNATED IN THIS WAY IS A REQUIREMENT TO BE ABLE TO WORK AUTONOMOUSLY AND IN A RELATIVELY SELF REGULATED MANNER OF COURSE MANY OTHER KINDS OF EMPLOYMENT ALSO DEMAND SUCH BEHAVIOURS HOWEVER THERE IS PARTICULAR ATTENTION BEING GIVEN TO THE ONGOING DEVELOPMENT OF WORKERS WHO ARE SEEN TO MAKE CRUCIAL DECISIONS AND TAKE ACTIONS ABOUT HEALTH LEGAL AND FINANCIAL MATTERS PART OF THIS ATTENTION DERIVES FROM EXPECTATIONS WITHIN THE COMMUNITY THAT THOSE WHO ARE GRANTED RELATIVE AUTONOMY AND ARE OFTEN PAID HANDSOMELY SHOULD BE CURRENT AND INFORMED IN THEIR DECISION MAKING THEN LIKE ALL OTHER WORKERS PROFESSIONALS ARE REQUIRED TO MAINTAIN THEIR COMPETENCE IN THE FACE OF CHANGING REQUIREMENTS FOR WORK CONSEQUENTLY A VOLUME THAT SEEKS TO INFORM HOW BEST THIS ONGOING LEARNING CAN BE UNDERSTOOD SUPPORTED AND ASSISTED IS MOST TIMELY AND WELCOMED THIS VOLUME SEEKS TO ELABORATE PROFESSIONAL LEARNING THROUGH A CONSIDERATION OF THE CONCEPT OF AUTHENTIC PROFESSIONAL LEARNING WHAT IS PROPOSED HERE IS THAT IN CONTRAST TO PROGRAMMATIC APPROACHES TOWARDS PROFESSIONAL DEVELOPMENT THE PROCESS OF CONTINUING PROFESSIONAL LEARNING IS A PERSONAL COMPLEX AND DIVERSE PROCESS THAT DOES NOT LEND ITSELF TO EASY PRESCRIPTION OR THE REALISATION OF OTHERS INTENTS

WE ARE LIVING THROUGH A DAUNTING YET FASCINATING PERIOD IN WHICH THE GLOBAL ECONOMY INCREASINGLY CHALLENGES THE ACCEPTED DICHOTOMIES BETWEEN HOME LIFE AND WORK LIFE BETWEEN EMPLOYMENT AND UNEMPLOYMENT PAID WORK AND UNPAID WORK THIS CALLS FOR SERIOUS ANALYSIS OF HOW KNOWLEDGE IS GENERATED BOTH FORMALLY AND INFORMALLY IN WORKPLACES AS DIVERSE AS THE FACTORY THE FIELD OR THE STREET IT RAISES QUESTIONS ABOUT WHAT FORMS OF LEARNING AND TRAINING ARE INVOLVED HOW THEY ARTICULATE WITH ONE ANOTHER AND

WHAT PRACTICAL AND THEORETICAL IMPLICATIONS THIS HAS FOR OUR SOCIETIES IN THIS BOOK 34 LEADING SCHOLARS FROM 10 COUNTRIES CHALLENGE ESTABLISHED UNDERSTANDINGS OF LIFELONG LEARNING AND WORK WITH SEVERAL ARGUING THAT WORK AND LIFELONG LEARNING NEED TO BE TURNED INSIDE OUT THROUGH A RIGOROUS CRITIQUE OF UNDERLYING SOCIAL RELATIONS AND PRACTICES SO THAT WE UNDERSTAND THE POWER RELATIONS THAT SHAPE LEARNING WORK POSSIBILITIES IN VARIOUS WAYS ALL OF THE 25 CHAPTERS THAT MAKE UP THIS VOLUME ARE INFUSED WITH IMAGININGS OF ALTERNATIVE FUTURES WHICH PRIORITISE SOCIAL JUSTICE AND SUSTAINABILITY FOR THE MAJORITY IN THE WORLD PUBLISHER S WEBSITE

DISCOVER HOW THE ROLE OF ANYBODY INVOLVED WITH WORKPLACE LEARNING ENHANCING CAPABILITY AND IMPROVING PERFORMANCE MUST CHANGE TO SUCCESSFULLY MANAGE THE CRITICAL SHIFT IN THE WAY ORGANIZATIONS NEED TO CATER TO THE LEARNING NEEDS OF THEIR EMPLOYEES DESPITE MILLIONS SPENT ON TRAINING SURVEYS SHOW THAT THE MAJORITY OF WORKERS ARE DISENGAGED AND DELIVERING FAR LESS THAN THEY ARE CAPABLE OF DELIBERATELY HARNESSING THE POWER OF INFORMAL LEARNING IS THE NEW WAY TO TANGIBLY IMPROVE WORKER CAPABILITY AND PERFORMANCE RIGHT AT THE POINT OF WORK THIS BOOK SHOWS YOU HOW USING PRACTICAL ADVICE FROM WORKPLACE LEARNING EXPERTS AND EXAMPLES AND CASE STUDIES FROM AROUND THE WORLD IT ESTABLISHES THE RELATIONSHIP BETWEEN INFORMAL LEARNING AND EMPLOYEE ENGAGEMENT KNOWLEDGE MANAGEMENT ORGANISATIONAL DEVELOPMENT PERFORMANCE SUPPORT AND COMPETENCE PUBLISHER DESCRIPTION

FUNDAMENTALS OF WORKPLACE LEARNING IS A COMPREHENSIVE GUIDE TO HOW PEOPLE LEARN IN THE WORKPLACE AND THE ISSUES AND CHALLENGES INVOLVED EXAMINING THE ESSENTIAL ASPECTS OF WORKPLACE LEARNING AND UNRAVELLING THE VARIOUS INFLUENCES WHICH AFFECT THE SUCCESS OF WORK BASED LEARNERS KNUD ILLERIS PRESENTS A HOLISTIC MODEL TO EXPLAIN HOW DIVERSE INDIVIDUALS CAN BE ENCOURAGED AND INVITED TO LEARN AT WORK APPROACHING WORKPLACE LEARNING FROM THE PERSPECTIVE OF LEARNERS AS HUMAN BEINGS WITH COMPLEX SOCIAL AND PSYCHOLOGICAL NEEDS AS OPPOSED TO RESOURCES TO BE MANAGED THIS BOOK EXAMINES IN DETAIL THE KEY ISSUES SURROUNDING WORKPLACE LEARNING INCLUDING THE WORKPLACE ENVIRONMENT AS A LEARNING SPACE WORKPLACE LEARNING AS COMPETENCE DEVELOPMENT A MULTITUDE OF DIFFERENT KINDS OF WORKPLACE LEARNING ARRANGEMENTS JOB TRANSCENDING LEARNING INITIATIVES THE INTERACTION BETWEEN FORMAL AND INFORMAL LEARNING ENVIRONMENTS THE CHALLENGES PRESENTED BY SPECIFIC GROUPS EARLY SCHOOL LEAVERS ELDERLY WORKERS AND THE NEW YOUNG GENERATION PRESENTING CONCLUSIONS ON WORKPLACE LEARNING AND POSSIBILITIES FOR THE FUTURE THIS BOOK FOCUSES ON A WAY FORWARD WHILE DETAILING THE FUNDAMENTALS

OF SUCCESSFUL WORKPLACE LEARNING IT WILL APPEAL TO EVERYONE INVOLVED IN UNDERSTANDING AND IMPROVING LEARNING IN THE WORKPLACE INCLUDING EDUCATIONALISTS BUSINESS STUDENTS MANAGERS PERSONNEL AND EDUCATIONAL LEADERS

WITH JOB PROSPECTS CLOUDED FOR EVEN THE WELL EDUCATED THOSE WHO LEAVE SCHOOL WITH NO TRAINING BEYOND HIGH SCHOOL NOW FACE GREAT CHALLENGES IN MAKING THE TRANSITION FROM SCHOOL TO WORK EMERGING RESEARCH AND EXPERIENCE IN OTHER COUNTRIES HAVE LED MANY TO BELIEVE THAT THE WORKPLACE CAN PLAY A MUCH LARGER EDUCATIONAL ROLE THAN IT NOW DOES THE SCHOOL TO WORK OPPORTUNITY ACT OF 1994 FOR EXAMPLE REQUIRES PROGRAMS FUNDED UNDER THE ACT TO INCLUDE EDUCATIONALLY GUIDED WORK PLACEMENTS AS PART OF THE EDUCATIONAL STRATEGY ALTHOUGH THERE IS A GROWING CONSENSUS THAT EMPLOYERS HAVE MUCH TO CONTRIBUTE SIGNIFICANT BARRIERS STAND IN THE WAY OF INCREASING WORK BASED EDUCATION THIS VOLUME THE RESULT OF A BROOKINGS CONFERENCE ON EMPLOYER PARTICIPATION IN EDUCATION FOCUSES ON SUCH QUESTIONS AS HOW CAN AN ADEQUATE NUMBER OF EMPLOYERS BE RECRUITED HOW CAN THE QUALITY OF PLACEMENTS BE GUARANTEED HOW CAN DISCRIMINATION AND INEQUITIES IN PROVIDING ACCESS TO GOOD PLACEMENTS BE AVOIDED WHAT MUST EDUCATORS DO TO WORK EFFECTIVELY WITH EMPLOYERS TO DEVELOP HIGH QUALITY ON THE JOB EDUCATIONAL EXPERIENCES AND WHAT POLICIES CAN ENCOURAGE PARTICIPATION AND MONITOR AND IMPROVE THE EDUCATION THAT TAKES PLACE ON THE JOB THE BOOK INCLUDES THE PERSPECTIVES OF EMPLOYERS EDUCATORS AND POLICYMAKERS AND DRAWS LESSONS FROM EXPERIENCE WITH EMPLOYER INVOLVEMENT IN EUROPE IT CONCLUDES WITH SUGGESTIONS FOR FUTURE RESEARCH AND POLICY DESIGNED TO INCREASE THE QUALITY AND QUANTITY OF WORK BASED EDUCATION CHAPTERS WERE WRITTEN BY EDITOR THOMAS BAILEY AS WELL AS PAUL OSTERMAN MASSACHUSETTS INSTITUTE OF TECHNOLOGY DAVID STERN ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT AND MARGARET VICKERS TECHNICAL EDUCATION RESEARCH CENTERS COMMENTS ARE INCLUDED BY GEORGE CHAMBLISS XAVIER DEL BUONO HARRY FEATHERSTONE JACK JENNINGS GOVERNOR JOHN R MCKERNAN JR STUART ROSENFELD ANTHONY SARMIENTO BERND SOHNGEN MARC S TUCKER CHERYL FIELDS TYLER PETER VAN DEN DOOL JOAN WILLS AND ROBERT YURASITS BROOKINGS DIALOGUES ON PUBLIC POLICY

LIFELONG LEARNING IN PAID AND UNPAID WORK PROVIDES A NEW PARADIGM FOR UNDERSTANDING WORK AND LEARNING DOCUMENTING THE ACTIVE CONTRIBUTION OF WORKERS TO THEIR DEVELOPMENT AND THEIR ADAPTATION TO PAID AND UNPAID WORK

ORGANIZATIONAL LEADERS GOVERNMENTS AND TRADE UNIONS ALL AGREE THAT LEARNING IS FUNDAMENTAL TO ORGANIZATIONAL AND ECONOMIC SUCCESS THE QUESTION IS HOW IT SHOULD BEST BE SUPPORTED THE HANDBOOK OF WORK BASED LEARNING DELIVERS A COMPELLING ANSWER

TO THIS QUESTION LEARNING NEEDS TO BE BASED IN THE REALITIES OF ORGANIZATIONAL LIFE THIS UNIQUE GROUNDBREAKING HANDBOOK PROVIDES A DEFINITIVE GUIDE TO THE SET OF STRATEGIES TACTICS AND METHODS FOR SUPPORTING WORK BASED LEARNING THE THREE MAIN PARTS OF THE HANDBOOK WHICH FOCUS IN TURN ON STRATEGIES TACTICS AND METHODS ARE WRITTEN FOR BOTH THE LEARNER AND THE PROFESSIONAL DEVELOPER ALIKE EACH INCLUDES A DESCRIPTION OF THE PROCESS STRATEGY TACTIC OR METHOD PROVIDES EXAMPLES OF WHAT IT LOOKS LIKE IN ACTION EXPLAINS THE BENEFITS AND THE LIKELY LIMITATIONS AND PROVIDES A SET OF OPERATING HINTS FOR APPLYING THE PROCESS NOTHING HAS BEEN NEGLECTED SO ALONGSIDE DETAILED DESCRIPTIONS OF WHAT TO DO AND HOW TO DO IT THE AUTHORS HAVE INCLUDED THE DECLARATION ON LEARNING CREATED BY THIRTEEN OF THE MAJOR FIGURES IN THE FIELD OF ORGANIZATIONAL LEARNING A SECTION GUIDING YOU TOWARDS ROUTES FOR GAINING QUALIFICATIONS ALONG WITH A WELL RESEARCHED SET OF REFERENCES AND FURTHER READING

THIS VOLUME OF CASE STUDIES IS THE COMPANION VOLUME TO JANE VELLA'S LEARNING TO LISTEN LEARNING TO TEACH IT DEMONSTRATES HOW EDUCATORS HAVE USED JANE VELLA'S METHODS IN THEIR OWN WORK

THE THIRD EDITION OF THE ORIGINAL FULL LENGTH HANDBOOK WHICH CATERSTO THE SPECIFIC NEEDS OF WORK BASED LEARNERS COMPILED BY WORK BASED LEARNING EXPERTS THIS HANDS ON GUIDE HELPS NEW LEARNERS TO SUCCESSFULLY NAVIGATE ACADEMIA AND GET THE MOST OUT OF THEIR UNIVERSITY EXPERIENCE CHAPTERS SHOW STUDENTS HOW TO MAKE THE MOST OF LEARNING OPPORTUNITIES AT UNIVERSITY AND AT WORK AND HOW TO MOVE FROM INDIVIDUAL TO ORGANISATIONAL LEARNING REAL LIFE CASE STUDIES USEFUL TIPS AND REFLECTIVE ACTIVITIES ARE EMBEDDED THROUGHOUT TO ENRICH STUDENTS LEARNING EXPERIENCE THIS IS THE ESSENTIAL COMPANION FOR ALL STUDENTS ON WORK BASED LEARNING DEGREES AND DEGREE APPRENTICESHIPS ACROSS A RANGE OF DISCIPLINES INCLUDING BUSINESS AND MANAGEMENT HEALTH AND SOCIAL CARE LAW SPORT AND EXERCISE SCIENCE AND TOURISM IT WILL ALSO BE AN INVALUABLE RESOURCE FOR WORK BASED LEARNING TUTORS WORKPLACE SUPERVISORS AND ORGANISATIONS WITH AN INTEREST IN WORK BASED LEARNING NEW TO THIS EDITION CONTAINS TWO NEW RESEARCH METHODS CHAPTERS ON PLANNING PRACTITIONER PROJECTS AND UNDERTAKING PROJECTS AT WORK FEATURES NEW MATERIAL ON WORKPLACE ETHICS

THIS DOCUMENT CONTAINS THE PARTICIPANTS LIST AGENDA AND SIX PAPERS FROM A SEMINAR ON THE ROLE OF THE COMPANY IN LIFELONG LEARNING IN THE EUROPEAN UNION INTRODUCTORY COMMENT THE ROLE OF THE COMPANY IN LIFELONG LEARNING JACQUES DELCOURT TRACES THE MOVEMENT FROM TRAINING FOR LIFE TOWARD FLEXIBLE TRAINING SYSTEMS COUPLED WITH FLEXIBLE

WORK AND ORGANIZATION SYSTEMS PROBLEMS ARISING DURING THE TRANSITION FROM TRADITIONAL JOB TRAINING SYSTEMS TO THE NEW FOCUS ON CONTINUOUS TRAINING ARE DISCUSSED IN PARADOXES AND PITFALLS IN STRATEGIES OF CONTINUOUS TRAINING PEER H KRISTENSEN THE RISKS AND OPPORTUNITIES OF LEARNING ON THE JOB EDGAR SAUTER EXPLORES THE OBJECTIVES ADVANTAGES AND CHARACTERISTICS OF WORK INTEGRATED LEARNING THE TASKS AND PRINCIPLES UNDERPINNING FRANCE S TRAINING SYSTEM ARE REVIEWED IN FRENCH TRAINING SYSTEM REFLECTIONS ALAIN DUMONT CONTINUOUS TRAINING A CONFLICT AND A SOLUTION BLANCA GOMEZ ARGUES THAT IN SPAIN AND ELSEWHERE DEVELOPING A SUCCESSFUL SYSTEM OF CONTINUING TRAINING REQUIRES DIALOGUE AT THE FIRM SECTORAL REGIONAL NATIONAL AND EUROPEAN LEVELS CONCLUSIONS AND THE DEBATE SO FAR JACQUES DELCOURT JORDI PLANAS REVIEWS TRENDS AND COUNTERTRENDS IN TRAINING AND CONSIDERS THE EFFECTS THAT ECONOMIC REALITIES AND WORKERS EXPECTATIONS AND DEMANDS HAVE ON THE WAY EMPLOYERS DEFINE THEIR TRAINING ROLE SEVERAL PAPERS INCLUDE SUBSTANTIAL BIBLIOGRAPHIES MN

GETTING THE BOOKS	YOU NEW THING TO READ.	HIGH-QUALITY FREE EBOOKS, INCLUDING CLASSICS AND PUBLIC DOMAIN WORKS. HOWEVER, MAKE SURE TO VERIFY THE SOURCE TO ENSURE THE EBOOK CREDIBILITY.
<b>CHALLENGING TRANSITIONS IN LEARNING AND WORK</b> NOW IS NOT TYPE OF INSPIRING MEANS. YOU COULD NOT UNAIDED GOING ONCE BOOK STORE OR LIBRARY OR BORROWING FROM YOUR CONTACTS TO ENTRE THEM. THIS IS AN COMPLETELY SIMPLE MEANS TO SPECIFICALLY ACQUIRE GUIDE BY ON-LINE. THIS ONLINE REVELATION <b>CHALLENGING TRANSITIONS IN LEARNING AND WORK</b> CAN BE ONE OF THE OPTIONS TO ACCOMPANY YOU WHEN HAVING OTHER TIME. IT WILL NOT WASTE YOUR TIME.	JUST INVEST TINY TIMES TO CONTACT THIS ON-LINE BROADCAST <b>CHALLENGING TRANSITIONS IN LEARNING AND WORK</b> AS WELL AS EVALUATION THEM WHEREVER YOU ARE NOW.	3. CAN I READ EBOOKS WITHOUT AN EREADER? ABSOLUTELY! MOST EBOOK PLATFORMS OFFER WEBBASED READERS OR MOBILE APPS THAT ALLOW YOU TO READ EBOOKS ON YOUR COMPUTER, TABLET, OR SMARTPHONE.
TOLERATE ME, THE E-BOOK WILL ENTIRELY WAY OF BEING	1. HOW DO I KNOW WHICH EBOOK PLATFORM IS THE BEST FOR ME? FINDING THE BEST EBOOK PLATFORM DEPENDS ON YOUR READING PREFERENCES AND DEVICE COMPATIBILITY. RESEARCH DIFFERENT PLATFORMS, READ USER REVIEWS, AND EXPLORE THEIR FEATURES BEFORE MAKING A CHOICE.	4. HOW DO I AVOID DIGITAL EYE STRAIN WHILE READING EBOOKS? TO PREVENT DIGITAL EYE STRAIN, TAKE REGULAR BREAKS, ADJUST THE FONT SIZE AND BACKGROUND COLOR, AND ENSURE PROPER LIGHTING WHILE READING EBOOKS.
	2. ARE FREE EBOOKS OF GOOD QUALITY? YES, MANY REPUTABLE PLATFORMS OFFER	

5. WHAT THE ADVANTAGE OF INTERACTIVE EBOOKS?

INTERACTIVE EBOOKS INCORPORATE MULTIMEDIA ELEMENTS, QUIZZES, AND ACTIVITIES, ENHANCING THE READER ENGAGEMENT AND PROVIDING A MORE IMMERSIVE LEARNING EXPERIENCE.

6. CHALLENGING TRANSITIONS IN LEARNING AND WORK IS ONE OF THE BEST BOOK IN OUR LIBRARY FOR FREE TRIAL. WE PROVIDE COPY OF CHALLENGING TRANSITIONS IN LEARNING AND WORK IN DIGITAL FORMAT, SO THE RESOURCES THAT YOU FIND ARE RELIABLE. THERE ARE ALSO MANY EBOOKS OF RELATED WITH CHALLENGING TRANSITIONS IN LEARNING AND WORK.

7. WHERE TO DOWNLOAD CHALLENGING TRANSITIONS IN LEARNING AND WORK ONLINE FOR FREE? ARE YOU LOOKING FOR CHALLENGING TRANSITIONS IN LEARNING AND WORK PDF? THIS IS DEFINITELY GOING TO SAVE YOU TIME AND CASH IN SOMETHING YOU SHOULD THINK ABOUT. IF YOU TRYING TO FIND THEN SEARCH AROUND FOR ONLINE. WITHOUT A DOUBT THERE ARE NUMEROUS THESE AVAILABLE AND MANY OF THEM HAVE THE FREEDOM. HOWEVER WITHOUT DOUBT YOU RECEIVE WHATEVER YOU PURCHASE. AN

ALTERNATE WAY TO GET IDEAS IS ALWAYS TO CHECK ANOTHER CHALLENGING TRANSITIONS IN LEARNING AND WORK. THIS METHOD FOR SEE EXACTLY WHAT MAY BE INCLUDED AND ADOPT THESE IDEAS TO YOUR BOOK. THIS SITE WILL ALMOST CERTAINLY HELP YOU SAVE TIME AND EFFORT, MONEY AND STRESS. IF YOU ARE LOOKING FOR FREE BOOKS THEN YOU REALLY SHOULD CONSIDER FINDING TO ASSIST YOU TRY THIS.

8. SEVERAL OF CHALLENGING TRANSITIONS IN LEARNING AND WORK ARE FOR SALE TO FREE WHILE SOME ARE PAYABLE. IF YOU AREN'T SURE IF THE BOOKS YOU WOULD LIKE TO DOWNLOAD WORKS WITH FOR USAGE ALONG WITH YOUR COMPUTER, IT IS POSSIBLE TO DOWNLOAD FREE TRIALS. THE FREE GUIDES MAKE IT EASY FOR SOMEONE TO FREE ACCESS ONLINE LIBRARY FOR DOWNLOAD BOOKS TO YOUR DEVICE. YOU CAN GET FREE DOWNLOAD ON FREE TRIAL FOR LOTS OF BOOKS CATEGORIES.

9. OUR LIBRARY IS THE BIGGEST OF THESE THAT HAVE LITERALLY HUNDREDS OF THOUSANDS OF DIFFERENT PRODUCTS CATEGORIES REPRESENTED. YOU WILL ALSO SEE THAT THERE ARE SPECIFIC

SITES CATERED TO DIFFERENT PRODUCT TYPES OR CATEGORIES, BRANDS OR NICHES RELATED WITH CHALLENGING TRANSITIONS IN LEARNING AND WORK. SO DEPENDING ON WHAT EXACTLY YOU ARE SEARCHING, YOU WILL BE ABLE TO CHOOSE E BOOKS TO SUIT YOUR OWN NEED.

10. NEED TO ACCESS COMPLETELY FOR CAMPBELL BIOLOGY SEVENTH EDITION BOOK? ACCESS EBOOK WITHOUT ANY DIGGING. AND BY HAVING ACCESS TO OUR EBOOK ONLINE OR BY STORING IT ON YOUR COMPUTER, YOU HAVE CONVENIENT ANSWERS WITH CHALLENGING TRANSITIONS IN LEARNING AND WORK TO GET STARTED FINDING CHALLENGING TRANSITIONS IN LEARNING AND WORK, YOU ARE RIGHT TO FIND OUR WEBSITE WHICH HAS A COMPREHENSIVE COLLECTION OF BOOKS ONLINE. OUR LIBRARY IS THE BIGGEST OF THESE THAT HAVE LITERALLY HUNDREDS OF THOUSANDS OF DIFFERENT PRODUCTS REPRESENTED. YOU WILL ALSO SEE THAT THERE ARE SPECIFIC SITES CATERED TO DIFFERENT CATEGORIES OR NICHES RELATED WITH CHALLENGING TRANSITIONS IN LEARNING AND WORK SO DEPENDING ON WHAT EXACTLY YOU ARE SEARCHING,

YOU WILL BE ABLE TO CHOOSE EBOOK TO SUIT YOUR OWN NEED.	FOR A EXTENSIVE COLLECTION OF CHALLENGING TRANSITIONS IN LEARNING AND WORK PDF EBOOKS. WE ARE PASSIONATE ABOUT MAKING THE WORLD OF LITERATURE REACHABLE TO EVERYONE, AND OUR PLATFORM IS DESIGNED TO PROVIDE YOU WITH A EFFORTLESS AND DELIGHTFUL FOR TITLE EBOOK GETTING EXPERIENCE.	DIGITAL LITERATURE, UNCOVERING SYSTEMS ANALYSIS AND DESIGN ELIAS M AWAD REFUGE THAT DELIVERS ON BOTH CONTENT AND USER EXPERIENCE IS SIMILAR TO STUMBLING UPON A SECRET TREASURE. STEP INTO NEWS.XYNO.ONLINE, CHALLENGING TRANSITIONS IN LEARNING AND WORK PDF EBOOK ACQUISITION HAVEN THAT INVITES READERS INTO A REALM OF LITERARY MARVELS.
11. THANK YOU FOR READING CHALLENGING TRANSITIONS IN LEARNING AND WORK. MAYBE YOU HAVE KNOWLEDGE THAT, PEOPLE HAVE SEARCH NUMEROUS TIMES FOR THEIR FAVORITE READINGS LIKE THIS CHALLENGING TRANSITIONS IN LEARNING AND WORK, BUT END UP IN HARMFUL DOWNLOADS.	AT NEWS.XYNO.ONLINE, OUR OBJECTIVE IS SIMPLE: TO DEMOCRATIZE KNOWLEDGE AND PROMOTE A LOVE FOR LITERATURE CHALLENGING TRANSITIONS IN LEARNING AND WORK. WE BELIEVE THAT EVERYONE SHOULD HAVE ACCESS TO SYSTEMS STUDY AND PLANNING ELIAS M AWAD EBOOKS, COVERING DIFFERENT GENRES, TOPICS, AND INTERESTS. BY SUPPLYING CHALLENGING TRANSITIONS IN LEARNING AND WORK AND A WIDE-RANGING COLLECTION OF PDF EBOOKS, WE STRIVE TO ENABLE READERS TO EXPLORE, ACQUIRE, AND PLUNGE THEMSELVES IN THE WORLD OF WRITTEN WORKS.	IN THIS CHALLENGING TRANSITIONS IN LEARNING AND WORK ASSESSMENT, WE WILL EXPLORE THE INTRICACIES OF THE PLATFORM, EXAMINING ITS FEATURES, CONTENT VARIETY, USER INTERFACE, AND THE OVERALL READING EXPERIENCE IT PLEDGES.
12. RATHER THAN READING A GOOD BOOK WITH A CUP OF COFFEE IN THE AFTERNOON, INSTEAD THEY JUGGLED WITH SOME HARMFUL BUGS INSIDE THEIR LAPTOP.	AT THE CORE OF NEWS.XYNO.ONLINE LIES A DIVERSE COLLECTION THAT SPANS GENRES, SERVING THE VORACIOUS APPETITE OF EVERY READER. FROM CLASSIC NOVELS THAT HAVE ENDURED THE TEST OF TIME TO CONTEMPORARY PAGE-TURNERS, THE LIBRARY THROBS WITH VITALITY. THE SYSTEMS	
13. CHALLENGING TRANSITIONS IN LEARNING AND WORK IS AVAILABLE IN OUR BOOK COLLECTION AN ONLINE ACCESS TO IT IS SET AS PUBLIC SO YOU CAN DOWNLOAD IT INSTANTLY. OUR DIGITAL LIBRARY SPANS IN MULTIPLE LOCATIONS, ALLOWING YOU TO GET THE MOST LESS LATENCY TIME TO DOWNLOAD ANY OF OUR BOOKS LIKE THIS ONE. MERELY SAID, CHALLENGING TRANSITIONS IN LEARNING AND WORK IS UNIVERSALLY COMPATIBLE WITH ANY DEVICES TO READ.		

GREETINGS TO  
NEWS.XYNO.ONLINE, YOUR STOP

ANALYSIS AND DESIGN ELIAS M AWAD OF CONTENT IS APPARENT, PRESENTING A DYNAMIC ARRAY OF PDF EBOOKS THAT OSCILLATE BETWEEN PROFOUND NARRATIVES AND QUICK LITERARY GETAWAYS.

ONE OF THE DEFINING FEATURES OF SYSTEMS ANALYSIS AND DESIGN ELIAS M AWAD IS THE COORDINATION OF GENRES, CREATING A SYMPHONY OF READING CHOICES. AS YOU NAVIGATE THROUGH THE SYSTEMS ANALYSIS AND DESIGN ELIAS M AWAD, YOU WILL DISCOVER THE INTRICACY OF OPTIONS — FROM THE ORGANIZED COMPLEXITY OF SCIENCE FICTION TO THE RHYTHMIC SIMPLICITY OF ROMANCE. THIS ASSORTMENT ENSURES THAT EVERY READER, NO MATTER THEIR LITERARY TASTE, FINDS CHALLENGING TRANSITIONS IN LEARNING AND WORK WITHIN THE DIGITAL SHELVES.

IN THE WORLD OF DIGITAL LITERATURE, BURSTINESS IS NOT JUST ABOUT DIVERSITY BUT ALSO THE JOY OF

DISCOVERY. CHALLENGING TRANSITIONS IN LEARNING AND WORK EXCELS IN THIS DANCE OF DISCOVERIES. REGULAR UPDATES ENSURE THAT THE CONTENT LANDSCAPE IS EVER-CHANGING, INTRODUCING READERS TO NEW AUTHORS, GENRES, AND PERSPECTIVES. THE UNPREDICTABLE FLOW OF LITERARY TREASURES MIRRORS THE BURSTINESS THAT DEFINES HUMAN EXPRESSION.

AN AESTHETICALLY ATTRACTIVE AND USER-FRIENDLY INTERFACE SERVES AS THE CANVAS UPON WHICH CHALLENGING TRANSITIONS IN LEARNING AND WORK DEPICTS ITS LITERARY MASTERPIECE. THE WEBSITE'S DESIGN IS A REFLECTION OF THE THOUGHTFUL CURATION OF CONTENT, OFFERING AN EXPERIENCE THAT IS BOTH VISUALLY APPEALING AND FUNCTIONALLY INTUITIVE. THE BURSTS OF COLOR AND IMAGES HARMONIZE WITH THE INTRICACY OF LITERARY CHOICES, FORMING A SEAMLESS JOURNEY FOR EVERY VISITOR.

THE DOWNLOAD PROCESS ON

CHALLENGING TRANSITIONS IN LEARNING AND WORK IS A CONCERT OF EFFICIENCY. THE USER IS GREETED WITH A STRAIGHTFORWARD PATHWAY TO THEIR CHOSEN EBOOK. THE BURSTINESS IN THE DOWNLOAD SPEED ASSURES THAT THE LITERARY DELIGHT IS ALMOST INSTANTANEOUS. THIS SEAMLESS PROCESS CORRESPONDS WITH THE HUMAN DESIRE FOR SWIFT AND UNCOMPLICATED ACCESS TO THE TREASURES HELD WITHIN THE DIGITAL LIBRARY.

A CRUCIAL ASPECT THAT DISTINGUISHES NEWS.XYNO.ONLINE IS ITS DEDICATION TO RESPONSIBLE EBOOK DISTRIBUTION. THE PLATFORM VIGOROUSLY ADHERES TO COPYRIGHT LAWS, GUARANTEEING THAT EVERY DOWNLOAD SYSTEMS ANALYSIS AND DESIGN ELIAS M AWAD IS A LEGAL AND ETHICAL EFFORT. THIS COMMITMENT CONTRIBUTES A LAYER OF ETHICAL PERPLEXITY, RESONATING WITH THE CONSCIENTIOUS READER WHO ESTEEMS THE INTEGRITY OF LITERARY CREATION.

NEWS.XYNO.ONLINE DOESN'T JUST OFFER SYSTEMS ANALYSIS AND DESIGN ELIAS M AWAD; IT CULTIVATES A COMMUNITY OF READERS. THE PLATFORM PROVIDES SPACE FOR USERS TO CONNECT, SHARE THEIR LITERARY VENTURES, AND RECOMMEND HIDDEN GEMS. THIS INTERACTIVITY INFUSES A BURST OF SOCIAL CONNECTION TO THE READING EXPERIENCE, RAISING IT BEYOND A SOLITARY PURSUIT.

IN THE GRAND TAPESTRY OF DIGITAL LITERATURE, NEWS.XYNO.ONLINE STANDS AS A DYNAMIC THREAD THAT INCORPORATES COMPLEXITY AND BURSTINESS INTO THE READING JOURNEY. FROM THE SUBTLE DANCE OF GENRES TO THE RAPID STROKES OF THE DOWNLOAD PROCESS, EVERY ASPECT ECHOES WITH THE DYNAMIC NATURE OF HUMAN EXPRESSION. IT'S NOT JUST A SYSTEMS ANALYSIS AND DESIGN ELIAS M AWAD eBook DOWNLOAD WEBSITE; IT'S A DIGITAL OASIS WHERE LITERATURE THRIVES, AND READERS EMBARK ON A

JOURNEY FILLED WITH DELIGHTFUL SURPRISES. WE TAKE SATISFACTION IN CURATING AN EXTENSIVE LIBRARY OF SYSTEMS ANALYSIS AND DESIGN ELIAS M AWAD PDF eBooks, METICULOUSLY CHOSEN TO SATISFY TO A BROAD AUDIENCE. WHETHER YOU'RE A ENTHUSIAST OF CLASSIC LITERATURE, CONTEMPORARY FICTION, OR SPECIALIZED NON-FICTION, YOU'LL DISCOVER SOMETHING THAT ENGAGES YOUR IMAGINATION.

NAVIGATING OUR WEBSITE IS A PIECE OF CAKE. WE'VE DESIGNED THE USER INTERFACE WITH YOU IN MIND, ENSURING THAT YOU CAN SMOOTHLY DISCOVER SYSTEMS ANALYSIS AND DESIGN ELIAS M AWAD AND RETRIEVE SYSTEMS ANALYSIS AND DESIGN ELIAS M AWAD eBooks. OUR LOOKUP AND CATEGORIZATION FEATURES ARE INTUITIVE, MAKING IT STRAIGHTFORWARD FOR YOU TO FIND SYSTEMS ANALYSIS AND DESIGN ELIAS M AWAD.

NEWS.XYNO.ONLINE IS

DEDICATED TO UPHOLDING LEGAL AND ETHICAL STANDARDS IN THE WORLD OF DIGITAL LITERATURE. WE EMPHASIZE THE DISTRIBUTION OF CHALLENGING TRANSITIONS IN LEARNING AND WORK THAT ARE EITHER IN THE PUBLIC DOMAIN, LICENSED FOR FREE DISTRIBUTION, OR PROVIDED BY AUTHORS AND PUBLISHERS WITH THE RIGHT TO SHARE THEIR WORK. WE ACTIVELY OPPOSE THE DISTRIBUTION OF COPYRIGHTED MATERIAL WITHOUT PROPER AUTHORIZATION.

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VARIETY: WE CONTINUOUSLY UPDATE OUR LIBRARY TO BRING YOU THE NEWEST RELEASES, TIMELESS CLASSICS, AND HIDDEN GEMS ACROSS FIELDS. THERE'S ALWAYS A LITTLE SOMETHING NEW TO DISCOVER.

COMMUNITY ENGAGEMENT: WE VALUE OUR COMMUNITY OF READERS. INTERACT WITH US ON SOCIAL MEDIA, EXCHANGE YOUR FAVORITE READS, AND JOIN IN A GROWING COMMUNITY DEDICATED ABOUT LITERATURE. WHETHER YOU'RE A ENTHUSIASTIC READER, A STUDENT IN SEARCH OF STUDY MATERIALS, OR SOMEONE EXPLORING THE REALM OF eBooks FOR THE FIRST TIME, NEWS.XYNO.ONLINE IS HERE TO CATER TO SYSTEMS ANALYSIS AND DESIGN ELIAS M AWAD, RENOWNED AUTHORS, AND HIDDEN LITERARY TREASURES. WITH EACH VISIT, ANTICIPATE NEW POSSIBILITIES FOR YOUR READING CHALLENGING TRANSITIONS IN LEARNING AND WORK.

WE COMPREHEND THE EXCITEMENT OF UNCOVERING SOMETHING NEW. THAT'S WHY WE CONSISTENTLY REFRESH OUR LIBRARY, ENSURING YOU HAVE ACCESS TO SYSTEMS ANALYSIS AND DESIGN ELIAS M AWAD

GRATITUDE FOR CHOOSING NEWS.XYNO.ONLINE AS YOUR RELIABLE DESTINATION FOR PDF eBook DOWNLOADS. JOYFUL PERUSAL OF SYSTEMS ANALYSIS AND DESIGN ELIAS M AWAD

