

# Future-oriented Learning: Global Blended Learning at RWE

## Case Study: Use of **vitero** at RWE Generation SE

RWE is one of Europe's five leading electricity and gas companies. Through its expertise in lignite production, in electricity generation from gas, coal, nuclear and renewables, and in energy trading as well as electricity and gas distribution and supply, RWE is active at all stages of the energy value chain. RWE Generation SE as electricity producer within the enterprise establishes its 'Global Blended Learning' concept in the area of technical and personal advancement of employees. Besides economical and entrepreneurial targets, Global Blended Learning focuses on strengthening self-dependent learning of employees and building a future-oriented learning culture by preparation and transfer phases.

### ●●●●● Manifold Fields of Applications

The diverse fields of applications of **vitero** convinced RWE AG who, after an intensive pilot phase and evaluation of the virtual team room, signed an outline contract for the entire enterprise. The virtual classroom **vitero** plays a major role especially within

different types of events, this is a mammoth task which the company wants to embrace with a mixture of online and offline methods and tools. Here, **vitero** is being used for webinars, self-organized learning via **vitero** Corporate Café and feedback meetings.

### ●○●●●●● Central Administration via the LMS Moodle

**vitero** has been integrated into the LMS Moodle to achieve an integrated learning solution of LMS and VC. Thus, a vast variety of live online trainings in **vitero** can be integrated into the course, e.g., technical topics in the field of automation, hydraulics or technical security, introduction of IT tools, as well as executive manager trainings in the soft skills area. An example is the thematic cluster 'The first executive function' which was launched in 2014 – further clusters are planned.

### Customer

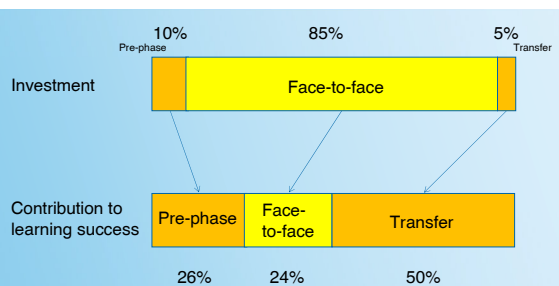
VORWEG GEHEN  
BME

### Challenges

- Establishing a cost-efficient and sustainable structure for advanced training
- Reducing face-to-face training while simultaneously increasing learning success
- Combining diverse media to impart learning contents
- Integrating learning contents into daily routine
- Strengthening self-dependent learning

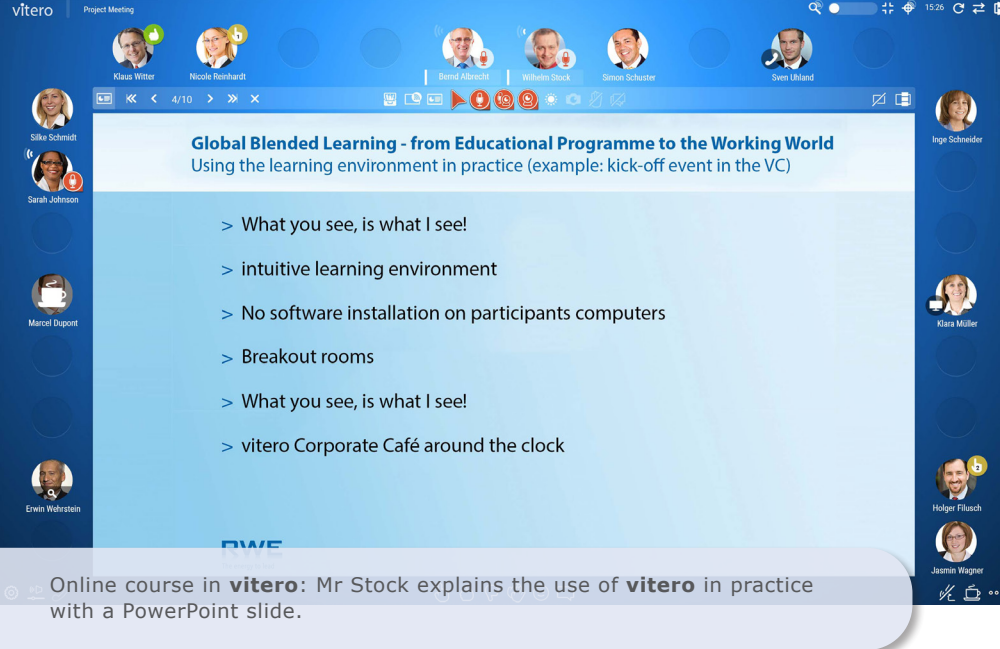
### vitero Solution

- Reducing costs noticeably by saving expenses for travel and accommodation
- Guaranteeing sustainability by transfer exercises, feedback talks, mentoring and more
- Integrating the learning units into daily routine
- Learning on a high level of self-dependence



Contribution of the pre-phase and transfer phase to the entire learning success. Diagram: Daimler Chrysler, 2006

the Global Blended Learning concept for trainings in the technical area of RWE Generation SE – and for the international market as well. With about 10,000 education measures annually and 350



an alumni network has been established and participants have been assigned mentors – just to mention a few measures. Focused transfer tasks are part of technical trainings, where the learned contents and skills are put into practice in the internal context. To prevent production downtimes, web-based machine simulators are used so that participants can work together on the same task via application sharing in the **vitero** Corporate Café.

### ●●●○●●●● Fast Amortization

The selection of a fitting virtual classroom at RWE was based on the criteria user acceptance, usage of standards, evaluation as core process, data protection and cost effectiveness. **vitero** scored in all categories: considering cost effectiveness for instance, the software amortized itself after only seven months. Human resources have also been checked carefully in advance: **vitero** is leading here as well with only 10 min of administration per course – the Moodle plug-in only needs a few clicks.



Winners of the E-Learning Award 2015 in the category 'Learning Culture': **vitero** GmbH, RWE Power AG und RWE Group Business Services GmbH

Another reason for the efficient administration and execution of courses is the pinpoint training of RWE trainers. After on-the-job-training as e-trainers by TÜV Rheinland, they attended a **vitero**-specific moderation training.

### ●●●○●●●● User Acceptance as Key

Right from the start positive feedback by participants, their executive managers and trainers was emphasized to achieve high acceptance in the company. Therefore, a modern and coherent didactic concept has been developed and the used tools have been selected according to maximal user friendliness. **vitero** fulfils this without difficulty: thanks to an intuitive user interface and good technical support, the focus is right from the start on the contents, and not on the technology. Additionally, the virtual classroom supports the acceptance of blended learning by trainers and participants with its manifold communication tools that are strongly based on face-to-face trainings.

### ●●●○●●●● Transfer into Everyday Life

Various methods ensure that the learned contents and skills find their way into the employees' everyday routine. In the field of soft skills, for instance, diverse reflection tasks have been given that require a direct implementation in everyday life at work. Furthermore, a closing meeting together with the senior takes places in the end of the procedure,

### ●●●●●○ Contact

Do you have any questions or would you like to experience **vitero** live? Contact us!

**vitero** GmbH  
Nobelstraße 15  
70569 Stuttgart  
Germany

www.vitero.eu  
E-Mail: info@vitero.eu  
Phone.: +49(0) 711/686 89 88 - 0  
Fax: +49(0) 711/686 89 88 - 80



### Wilhelm Stock Head of Technical Training

'**vitero** was able to convince in all committees involved in the approval of software. Thanks to its enormous fields of application, the software's economic viability became easily apparent and was even proven during the pilot project. The outstanding ergonomics and the intuitively designed user interface delighted even initial sceptics. Concerning data protection it was important that **vitero** was able to fulfil our company's IT security standard easily.'