Renovators Dream Teaching Resource

An Australian owned manufacturing company with a factory in China

Common information is provided in the VSLE. Individual scenarios are emailed to individuals Participants become 'virtual employees' and are presented with various scenarios they may face and asked to adopt various roles.

Separate information is given to the various participants to example the fact that information is not always commonly shared, especially across countries.

Participants have a title and a specific role that they are told to abide by. Roles typically include Managers, Discipline (departmental) specialists, Customers, and Process worker. They are able to develop their own responses to these roles.

Activities include issues associated with work organisational design, strategic planning, health and safety, collaboration and team work, communications and technology, managing change and quality assurance. Participants are asked to undertake the activity and then reflect upon the outcomes, before making suggestions for change.

Issues arise from the participation rather than being 'built-in'. Asynchronous discussion about how to redesign the workplace occurs through Discussion Boards and WIKIs, with the facilitator being a passive observer.

A blended environment is preferable to assist exploration of the many issues that emerge. The face-to-face session is an important part of the reflective process during which significant further learning occurs. The facilitator plays a central role in the face-to-face session assisting analysis and reflection and debriefing the participants from their role.

Assessment is formative using on-line participation and reflection upon learning through a Learning Journal (both individual and group).