



E.C.L.O.

European Consortium for the Learning Organisation

Pocket Guide to Frequently Asked Questions

ECLO – Europe's Leading Learning Network

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> What is ECLO?

ECLO is The European Consortium for the Learning Organisation, a global organisation devoted to the sustainable development of all aspects of learning and personal and management development.

> What does it do?

It brings together leading academics, corporate executives and consultants from different countries, institutions, cultures and backgrounds and provides them with unparalleled benchmarking and networking opportunities. The members, who communicate through the array of network activities, learn from each other, develop relationships and use this knowledge to manage more effectively and increase their competitive edge.

> Where is it based?

ECLO is a non profit making organisation, based in Belgium.

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> Who are its members?

ECLO currently has over 60 members who are actively involved in the network, and through its network partners, hundreds of others throughout the world. Among its members you will find universities, corporations, SMEs, business schools, public organisations and independent consultants. Although primarily a European organisation, with members from 10 European countries, we also have members in America, Australia, Russia and China.

> What are their interests?

ECLO derived much of its early influence from the concept of the “Learning Organisation” and as other learning strategies developed, so too did ECLO. Among its current membership can be found experts in many other aspects of learning including management development, knowledge management, e-learning, corporate universities, coaching and mentoring, leadership, m-learning, VET etc.

> How is it funded?

ECLO is a not-for-profit organisation funded from three main sources of income – annual membership fees, profit from organised events and participation in EU funded projects.

> How did ECLO begin?

Its origins were founded in an IBM conference organised together with the Katholik University of Leuven (BE) on Instructional Design held in 1991. The success of the conference generated great interest in the establishment of a network that supported corporate training and human development. After several meetings, ECLO was born with IBM, Univ. Nijmegen (NL), Unilever (UK) and Janssen Pharmaceutica (BE) becoming prominent members of a small organisation.

ECLO as such was established in 1993, under Belgian law, as an international not-for-profit organisation.

> Who runs ECLO?

ECLO is led by a President and an Executive Board composed of representatives from across the membership. The President and the Executive Board are elected by the members, for a period of three years, at a legally constituted AGM.

Working closely with the Executive Board is ECLO's Academic and Professional Practices Board. The APPB is elected following the same process as for the Executive Board.

> What is ECLO's mission?

ECLO acts as a catalyst to provide an opportunity for business and academia to partner together in sustainable development, of ways to :

- Explore new ways for effective business development
- Identify new directions for business training and development
- Generate models and tools for implementation
- Deliver educational programmes of high academic standards
- Strengthen effective learning and development in organisations

Tying training and development activities to sustainable business development in a real complementary partnership has helped us build a European network of expertise and practices which support mutual learning

“To be able to share our views and experiences with colleagues facing similar problems and to send some of our people to the E.C.L.O. workshops allowed us to test our ideas and to learn new approaches. E.C.L.O. membership has been an extremely valuable partnership.”

Roland Berra, Hoffman (CH)

> Why should I join ECLO?

Membership of ECLO will provide you with the opportunity to learn through synergy between business and academic partners. And through a mutual recognition of needs, and a common identification of research projects to share and explore with the network.

Networking and Business Opportunities

ECLO facilitates and actively encourages dialogue and partnerships between the various membership groups. By joining ECLO you become part of an international network. The diversity of the ECLO network allows you to meet regularly with your peers to discuss, share and benchmark your experiences.

Knowledge Sharing

You will be part of a dynamic network that provides the platform for exposure to new learning environments. We generate and disseminate knowledge throughout the network for the mutual benefit of our membership. This ability to share, allows for a better understanding of the latest advances in management development. We offer pragmatic learning events aimed at the implementation of Learning Organisation principles.

Research Projects

ECLO members have the opportunity to participate in the definition and the design of research and development programmes, share their expertise and experiences and benefit from the results. ECLO has been a partner in the following research projects, which are sponsored or part-sponsored by the European Union (further details can be found on the ECLO website www.eclo.org) :

- SME Learning Networks
- The Role of Social Dialogue in HRD in Europe
- HRD & Lifelong Learning
- Knowledge and Learning Infrastructure (KALIF)
- Forum for European Research into Vocational Education & Training (FORUM)
- Business Gaming Methods for Developing Competence in Knowledge Management (KITS)
- Learning Empowerment of Project Team Workers
- European Corporate Universities and Academies Network (ECUANET)
- The Role of Mobile Technologies in European Learning
- Validation Instruments as Innovative Basis for Non-formal Learning Evaluation (VISIBLE)
- Using Wireless Technologies for Context Sensitive Education and Training

> What is ECLO's meeting programme?

ECLO organises an annual conference and locally organised “Regional Events”. The “Regional Events” are usually, but not always, hosted by an ECLO member on a subject of their choosing. Such local events can be either conferences, seminars or workshops or some variation thereof.

All meetings are conducted in an atmosphere of confidence and trust, enabling members to address the issues that concern them most.

> Can I sponsor research, events & publications?

Yes. Members often wish to become more actively aligned with issues that are strategically important to their organisation and can do so by sponsoring ECLO research projects and events.

For more details please contact – Jim Jack, ECLO Office Manager, jim.jack@eclo.org

> Do you have any periodicals to keep me up-to date with global management practice?

Yes. On a monthly basis we distribute by email, our e-learner. The e-learner is produced / edited each month by a different ECLO member and as such the content reflects their own perspective and demonstrates the expertise and diversity of interests among our members. The ECLO web site www.eclo.org is the platform for management development updates and includes latest information from across the whole international network.

“Our membership of ECLO has permitted us to enter a challenging network of reflections, concepts and organisational experiences which are indisputably paving the way to the future performing corporate world. ECLO has been instrumental to us, to open up new promising trails for our research and consulting HRD and OD activities.”

Daniel Belet, Groupe Sup de Co La Rochelle (F)

> Global Leadership

As well as its membership base in many European countries, ECLO is proud of its networking links with other organisations sharing similar ideals and missions. This provides us with opportunities to jointly co-host conferences and seminars and to participate as partners on projects partially funded by the EU.

Among our current network members are :

BMDA – The Baltic Management Development Association

CEEMAN – The Central and East European Management Development Association

ECUANET – The European Corporate Universities and Academies Network

EFMD – The European Foundation for Management Development

NOCA – The Network of Corporate Academies

“We have come to appreciate that within organizations, learning will occur within business processes but it is extremely important to develop internal and external Learning Networks to create and spread knowledge and best practice.”

Peter Matthews, Anglian Water (UK)

> What are the benefits of joining ECLO?

As an ECLO you member you receive

- Monthly e-learner (edited on a rotational basis by our own members)
- FREE participation in our locally organized regional seminars and workshops.
- Preferential members rate at our annual conference and at those of our network partners.
- Opportunity to participate in EU funded projects, either directly as a researcher or to receive advance information on deliverables
- Access to the Members Resource Toolkit
- Access to our considerable archive of conference proceedings, Learner articles and e-learners.
- Opportunity to utilise the ECLO services (website, e-learner etc.) to share information with other members
- Mutually shared membership benefits with our network partners
- Access to the expertise and experience on various HR and learning theories and implementations from the ECLO membership

> What is the Members Resource Toolkit?

The Members Resource Toolkit is found in the members zone of our website and contains a series of learning resources made available, to ECLO members, by other ECLO members. The content is diverse and includes some elements which are free of charge and some available at a preferential members rate, at the discretion of the provider. Among its diverse content can be found,

- results of studies undertaken
- self-assessment tools
- books written by ECLO members
- PhD theses
- internet questionnaires
- survey results
- marketing aids

" As a new member of ECLO, I received a warm welcome at my first annual conference and a strong sense of fellowship based on the real interest of other members in my area of development work. The fact that we have been offered a special workshop next year focused on our needs is marvelous."

David Settle, Quality Service Matters (UK)

> What does E.C.L.O. expect from our members?

One of the co-founders of Ethernet, Bob Metcalfe, formulated a law, which now has his name, related to computer networks (like the internet), that basically said, “that the value of a communications network grows exponentially as the number of users grows”. For a social or personal network to work well, there is another dimension - we need to consider not just the number of users but also the actions, associations and affinity between the members of the network.

ECLO is a network which is run by the members for the members. That is our strength.

ECLO, therefore seeks members who will get involved; contribute to the e-learner; attend our conference or regional events; offer their services on organising teams; participate on EU funded projects either with ECLO or with other ECLO members; invite ECLO to join other networks; recruit new members and so on.

“... ask not what your country can do for you – ask what you can do for your country...”

John F. Kennedy(USA)

> How much does it cost to join?

ECLO has several categories of membership judged to best balance the need to generate revenue to fund our operation with a desire to broaden the expertise within our network.

Corporate	€2,000
University or Business School	€1,000
Non Profit Making Organisation	€1,000
SME (fewer than 20 employees)	€500
Individuals or Students	€100

In all categories except Individual, all employees of an organisation benefit from ECLO membership.

> How do I join?

Just contact our office and we will send you an application form, or alternatively everything you need is available on our website at www.eclo.org. Once your application has been processed and approved, you will start to receive our publications and invitations to ECLO events.