

Chapter 17

Educational and Continuous Learning Transformation Projects: The Role of Upskilling and Reconversion (RUR)

Antoine Toni Trad

 <https://orcid.org/0000-0002-4199-6970>

IBISTM, France

ABSTRACT

Educational and continuous learning transformation projects (ETP) are fundamental for the enhancements of educational, coaching, tutoring, and assessing professionals who want to exercise in complex environments. Complex environments need many skills like managing resistances, harnessing information technology, modern business engineering, and managing persons from heterogeneous academical and professional environments. RUR tries to present the realities of inter-linking various domains, and the lack of a polymathic educational and coaching concept. In this chapter, the focus is on polymathic (and not conventional) managers, senior analysts, and enterprise architects (simply person), who want to keep-pace with the exponential rise of complexities in business and common transformation projects (simply project). Such projects need essentially a polymathic upskilling concept that privileges interdisciplinary implementations. RUR can be enforced by domains like, research and development, private/public education, shadow-education, self-continuous learning, and coaching services (such as private tutoring). It is assumed that the concerned person has polymathical capabilities and that he is conscious of such a fact, which implies that his educational lifecycle (primary, secondary, university...) has been a jumpstart for RUR and that the person is self-managing his evolution.

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INTRODUCTION

The RUR depends mainly on outside formal educational institutions (like universities) and professional Entities (simply Entity), and uses Shadow Education Concepts (SEC) (Bray, 2017, Trad, 2024a). This chapter focuses on Polymathic Persons in Projects, transformational activities, complex domains... And who need continues upskilling, reconversion, coaching... RUR is supported by the Applied Holistic and Poly-Mathematical Model (AHMM) for RUR (M4RUR), which is a variant of the author's original Polymathic AHMM (PAHMM). TheM4RUR supports also the Polymathic Entity MetaModel (PEMM), where the PEMM is RUR's skeleton and integrity checker. RUR interfaces market's standard methodologies, concepts, environments, and tools, to enhance professional, and educational/academic upskilling processes. RUR activities include: Detecting Persons' Polymathic Capacities (PPC), Offering private support/coaching, Defining a professional life-cycle/roadmap, Offering controls, Instructional efficiency, Enhancing Modelling /design capabilities, Cross-functional coordination; where the focal point is PPC. PPC include and combine different fields like: Basic/common Polymathic topics, Adapted curricula, Transformation/innovation processes, Business Administration and Engineering (BAE), Enterprise Modelling and Design (EMD), Enterprise architecture (EA), Artificial intelligence (AI), Mathematical models... This chapter is a new brick in the author's Research and Development Project (RDP) and In-House Implemented (IHI) Polymathic Transformation Framework (IHIPTF). It is recommended to consult the article related to the IHIPTF: "Business, Economic, and Common Transformation Projects-IHIPTF (Trad, & Kalpić, 2024a); before reading this chapter. For each new article, chapter, or other, the artefact-document is complemented and modified to include the new research's topics, which in this case is RUR, where more than 60% to 70% is new content... Because the aim is not just to publish but to offer the IHIPTF that is capable of finalizing Projects and avoid eXtremely High Failure Rates (XHFR). And the Project is a set of Critical Success Areas (CSA) to be analysed and this chapter starts with its first CSA which is the RDP.

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