

Best Practice: Tri-Continental (Europe, North-America, Asia) ODL Programme of 3M Corporation's Asia-Pacific Research Laboratories

By Dr. Lichia Yiu, Dr. Judy Parker and Dr. Raymond Saner

Abstract: The topic of this paper describes an IT and Action Learning based programme for technical managers of 3M's geographically dispersed Asian subsidiaries. It illustrates how to integrate IT technology into an action learning approach (Mumford, 1997; Ravens, 1982) as an enabler for management development across national boundaries. Reflections are offered in regard to group dynamics, on-line facilitation and the importance of bonding in order to sustain the team rapport and transformative learning in cyberspace. Most importantly, this example shades light on the process of creating on-going learning networks within a global company spanning across Europe (Switzerland), North America (USA), Asia (China, Hong Kong, India, Korea, Philippines, Singapore, Taiwan, Thailand), and Australia.