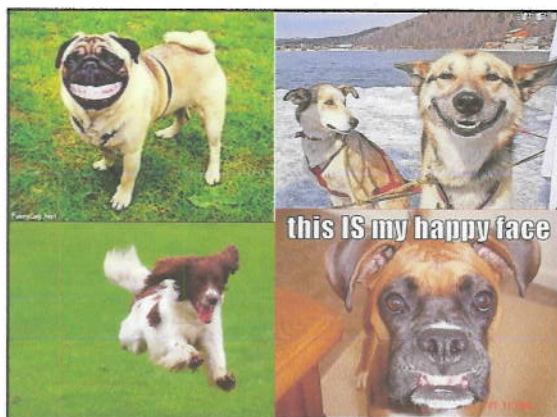


E-Learning: It's about Nature (technology) AND Nurture (pedagogy)

Curtis J. Bonk, Professor, Indiana University
 President, CourseShare, LLC
 cjbonk@indiana.edu
<http://mypage.iu.edu/~cjbonk/>



Dog Gets MBA,
The Chronicle of Higher Ed, Unmuzzling Diploma Mills: Dog Earns M.B.A. Online, Marc Parry

Unmuzzling Diploma Mills: Dog Earns M.B.A. Online
 By Marc Parry

June 2010
Clay Shirky, NYU: How cognitive surplus will change the world, TED

http://www.ted.com/talks/clay_shirky_how_cognitive_surplus_will_change_the_world.html

September 5, 2010
Open Source goes to High School (Utah)
<http://www.youtube.com/watch?v=sovve-j3xGk>

September 2011
Meta-Analysis Update: Blended and Fully Online Still Best!

Evaluation of Evidence-Based Practices in Online Learning: A Meta-Analysis and Review of Online Learning Studies


U.S. Department of Education
 Office of Planning, Evaluation, and Policy Development
 Policy and Program Studies Service

Prepared by
 Barbara Means
 Yukie Toyama
 Robert Murphy
 Marianne Bakia
 Karla Jones

Center for Technology in Learning

Revised September 2010

October 31, 2010
Online Education vs. Traditional Learning: Time to End the Family Feud
 Mark David Milliron, Chronicle of Higher Education




THE CHRONICLE
 of Higher Education

Online Learning

By Mark David Milliron
 Online learning, like all education, involves fully experienced, skilled teachers, using cutting-edge technologies and sound pedagogy, one-on-one or in small, interactive sessions. This model provides excellent learning and teaching opportunities for students. A good explanation of how to make the most of technology in the classroom is provided by the author.

BILL & MELINDA GATES foundation



Dec 15, 2010
Mark Zuckerberg, Time Magazine, Person of the Year




SOCIAL NETWORKING

Top social networking sites
 Take a look at who's in August (from home, work, school)

Facebook.com	92.2 million
MySpace sites	64.2 million
Twitter.com	22.8 million
LinkedIn.com	17.4 million
Classmates.com sites	13.9 million
Bebo.com	12.1 million
MyAOL.com sites	11.4 million
Windows Live Profile	10.2 million


February 4, 2011
New Enrollment History Chart: Florida Virtual School (Julie Young, President & CEO)




FLVS Completion History
 As of June 30, 2010

Year	Completion Count
2001-2006	28,000
2002-2007	15,700
2003-2008	34,100
2004-2009	34,875
2005-2010	36,170
2006-2011	84,500
2007-2012	116,800
2008-2013	134,175
2009-2014	213,976

Completion counts are measured in full credit completions, based on Florida Virtual School's (FLVS) student completion criteria (2 credit hours)



February 16, 2011
How Bill Gates' Favorite Teacher Wants to Disrupt Education, Gregory Ferenstein, Fast Company




ONMoney

FORTUNE

Innovation in Education

Bill Gates' favorite teacher



February 16, 2011
Bill Clinton in Surprise Talk on Tech: It's the Institutions, Stupid, David Zax, Fast Company



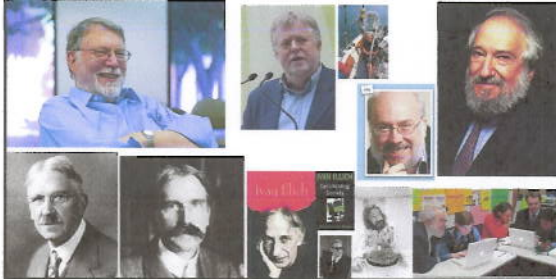
FAST COMPANY

INNOVATION UNCENSORED

Bill Clinton in Surprise Talk on Tech: It's the Institutions, Stupid




Some Educational and Psychological Heroes:
John Dewey, Seymour Papert, John Seely Brown, Ivan Illich, Stephen Heppell, Henry Jenkins



Our New Heroes are not Theoretical or Psychological



Question:
What is the Web?

- An entertainment system?
- A writing aid?
- A communications system?
- A means to handle commercial transaction?
- A social networking device?



=====

No, it is a learning tool!

Answer:
The Web of Learning



The Web of Learning



Today we have the Web 2.0



We are entering a jumping off point...

Web 2.0
 The Web 2.0 era is characterized by the use of the Internet to create and share user-generated content, and by the increasing use of social networking sites, virtual worlds, and other online communities.

Elements of the Web's Next Generation

Life in the Cloud...?

Cloud Computing
 everything and the kitchen sink

Google sites
 Thinking of creating a website?
 Design: More or less everything you can imagine and more... unlimited!
 Content: More than 1000
 Content: More than 1000
 Content: More than 1000

June 2010: 7 Tips for Building Collaborative Learning Spaces, Campus Technology, Matt Villano

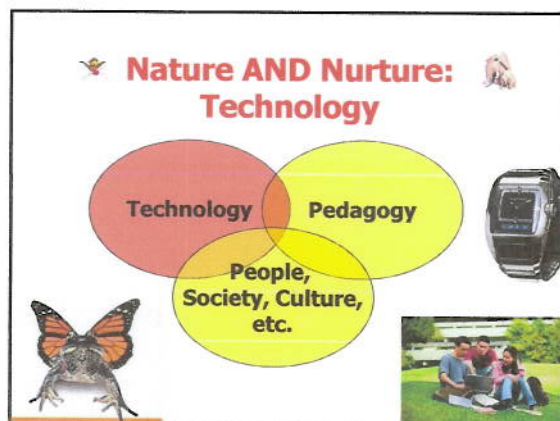
August 5, 2010: Remaking the College Campus, Bridget McCrea, Campus Technology



Yonsei University Library, Seoul, Korea

Feb 1, 2011: Self-Organized Learning from Sugata Mitra, Teacher-Replacing Tech: Friend or Foe?, Gregory Ferenstein, Fast Company

Fast Company article snippet: "We're all connected. See how Facebook connects people, politics and the planet." The article title is "Teacher-Replacing Tech: Friend or Foe?". It includes a video player showing Sugata Mitra speaking at a TED event.



Nature: 13 Emerging Learning Technology Trends

A collage of images illustrating learning technology trends. It includes a person using a tablet, a hand holding a small device, a person at a computer, and a person using a laptop in a classroom setting.

September 15, 2010 Timeline of Technology for Teaching, NY Times
<http://www.nytimes.com/interactive/2010/09/15/magazine/classroom-technology.html?ref=magazine>

A screenshot of an interactive timeline from the NY Times magazine. It features various historical and modern images related to classroom technology, such as a person at a desk, a computer monitor, and a tablet.

1. Online Language Learning
January 27, 2010 and Feb 5, 2010: The Web Way to Learn a Language, NY Times, ERIC A. TAUB
 (e.g., EnglishCentral, iTalki, Palabea, Babbel)

A screenshot of the EnglishCentral website interface. It shows various learning modules, including a video of a woman speaking and a section titled "Speak out for Peace and Justice with Angelina Jolie".

2. Tablet Computers Hit (iPad)
April 10, 2010: Seton Hill Univ, 2,100 students an iPad and freshmen a 13-inch MacBook laptop
August 10, 2010: Can college students learn as well on iPads, e-books?, USA Today, Beth Marklein

Samsung: Galaxy Tab has leg up on Apple iPad, By Stephen Shankland, CNET, September 3, 2010

An iPad for Everyone

A collage of images showing students using tablet computers. It includes a Samsung Galaxy Tab, an iPad, and a student holding a tablet.

Feb 8, 2011: CNN HP unveils TouchPad tablet, two phones, Mark Millian, CNN,
Feb 9, 2011: Apple iPad 2 now in production, Chris Taylor, CNN Tech News

HP unveils TouchPad tablet, two phones



Apple iPad 2 now in production



Feb 15, 2011: Widescreen tablets are coming soon, Mark Millian, CNN
Feb 15, 2011: iPhone 5 rumor round-up, Jolie O'Dell, CNN


Widescreen tablets are coming soon



iPhone 5 rumor round-up



Feb 1, 2011: An Android Tablet Made Just for School, David Zax, Fast Company



3. Inexpensive Laptops and Tablet Computers
May 27, 2010: OLPC, Marvell Join Forces, Announce sub-\$100 Tablet by December 2010, Mike Prospero

LAPTOP




4. Pocket Dictionaries
September 9, 2010: Campus Tech in China: Impressions From 3 Campuses, Jeff Young
<http://chronicle.com/blogPost/Campus-Tech-in-China-/26817/>

I didn't see any laptops in use here, though the three Korean exchange students I sat with proudly produced their favorite educational gadgets: portable electronic dictionaries that can hunt down words in Chinese, Korean, English, and Japanese. Language learning has the best use of technology here, according to some professors I've talked to this week, and electronic stores sell what seems like hundreds of varieties of digital dictionaries.



5. Digital Textbook Projects (Korea), Sept. 21, 2010: What South Korean Schoolchildren Can Teach Colleges About E-Textbooks; By Jeff Young, Chronicle of HE. Korea E-Learning Week, Coex, Seoul, Sept. 16-17, 2010



6. Mobile Music

December 10, 2010: Virtual Bands, Choirs, Singers, etc. iBand Rocks Tunes on iPads and iPhones; PadGagget.

7. Video Calling/Conferencing/Webcaming

December 20, 2010: Skype for iPhone adds two-way video calling, CNet Reviews

Google (YouTube)	14.3 billion
Facebook	757 million
Yahoo	556 million
Vimeo	548 million
Viacom	497 million
Microsoft	465 million
ADL	348 million
Blink	347 million
For interactive (iVista)	209 million
CBS	197 million

8. Social Networking Gaming

December 24, 2010: CityVille 16.8 million daily users, FarmVille's 16.4 million. CityVille 61.7 million monthly users, FarmVille 56.8 million users. Mashable.

"CityVille" is Now Bigger than "FarmVille"

9. E-Book Readers

January 28, 2011: Amazon: Kindle Books Finally Eclipse Paperbacks, Doug Aamoth

http://www.usatoday.com/life/books/news/2011-01-05-1Aebooksales05_ST_N.htm

Whether a surge in e-book sales can be sustained and what effect it could have on traditional bookstores remains to be seen.

10. iPad News

Aug 10, 2010: Flipboard pretties up social-media updates Facebook statuses and tweets feed into magazinelike format in free app for iPad; Jefferson Graham, USA TODAY

Feb 1, 2011: A peek at The Daily's iPad news app (\$40/year); CNN Tech, Mark Millan

11. Pocket School and Mobile Empowerment

February 3, 2011: Paul Kim in rural Indian village school for girls.

12. New Interfaces

Feb 18, 2011: Telekinesis 2.0, David Zax, Fast Company

The collage features several images: a person using a telekinetic interface to move objects, a person using a brain-computer interface (BrainDriver) to control a vehicle, and a person using a globe interface to interact with a digital environment.

13. Artificially Intelligent Computers

February 18, 2011: Watson dominated at 'Jeopardy!' — but what else can it do? As IBM seeks new uses, man still has edge over machine, Dan Fergano, USA Today.

Computer vs. brain

Feeling a little computer envy? Don't let IBM's Watson, the champ-crushing computer on Jeopardy!, get you down. A comparison with your own human brain.

Watson	Human brain
1,190 pounds	3 pounds
4 years	6 million years
2,800 processors	1 billion neurons
200 trillion	100,000 trillion
15 trillion	1 trillion

Note: According to IBM, Watson uses about 1.1 billion bytes of information (each byte corresponds to a single piece of information) and is located each address.

IBM, USA Today, Scientific American, The French Press, USA Today

The screenshot shows a CNN Tech article with a photo of Watson on the Jeopardy! stage.

Nature AND Nurture: Pedagogy

The diagram consists of two overlapping circles. The left circle is yellow and labeled 'Nature (Technology)'. The right circle is red and labeled 'Nurture (Pedagogy)'. The intersection of the two circles is labeled 'People, Society, Culture, etc.'. There are also small icons of a bird and a frog, and a photo of a group of people sitting on the grass.

WE-ALL-LEARN:

Ten Forces that Opened the Learning World

- **W**eb Searching in the World of e-Books (i.e., Darwin)
- **E**-Learning and Blended Learning
- **A**vailability of Open Source and Free Software (e.g., Moodle)
- **L**everaged Resources and OpenCourseWare (e.g., MIT)
- **L**earning Object Repositories and Portals (i.e., shared content)
- **L**earner Participation in Open Info Communities (YouTube)
- **E**lectronic Collaboration and Interaction (sync and async)
- **A**lternate Reality Learning (Online Massive Gaming, Simulations, and Virtual Worlds; e.g., Second Life)
- **R**ead-Time Mobility and Portability (e.g., iPhone)
- **N**etworks of Personalized Learning (Blogs, RSS)

"Video Primers in an Online Repository for e-Teaching and Learning" V-PORTAL, TravelinEdMan (27 free/open YouTube videos), September 2010

<http://www.youtube.com/user/TravelinEdMan>

The screenshot shows the YouTube channel page for TravelinEdMan, featuring a grid of video thumbnails and channel information.


Audience Participation!

- 1. WE**
- 2. ALL**
- 3. LEARN!!!**

The block includes a cartoon illustration of a man in a suit holding a briefcase and a small photo of a woman's face.

Triple Learning Technology Convergence of "WE-ALL-LEARN"

- Pipes:** The availability of tools and infrastructure for learning.
- Pages:** The availability of free educational content and resources (OER—Open Educational Resources).
- Participatory Learning Culture:** A move towards a culture of open access to information, international collaboration, and global sharing.

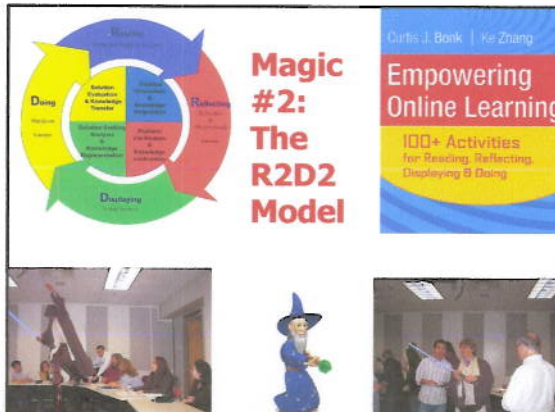


Magic #2: The R2D2 Model

Curtis J. Bank | Ke Zhang


Empowering Online Learning

100+ Activities for Reading, Reflecting, Displaying & Doing



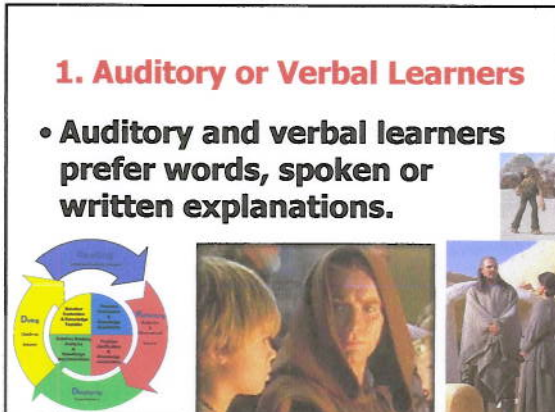
The R2D2 Method

- Read (Auditory and Verbal Learners)**
- Reflect (Reflective Learners)**
- Display (Visual Learners)**
- Do (Tactile, Kinesthetic, Exploratory Learners)**

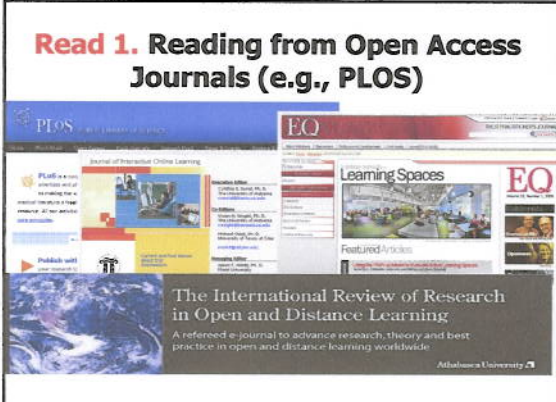


1. Auditory or Verbal Learners

- Auditory and verbal learners prefer words, spoken or written explanations.



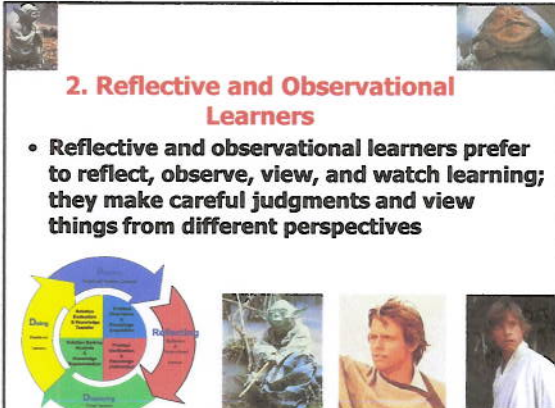
Read 1. Reading from Open Access Journals (e.g., PLOS)



The International Review of Research in Open and Distance Learning
A refereed e-journal to advance research, theory and best practice in open and distance learning worldwide
Alabama University

2. Reflective and Observational Learners

- Reflective and observational learners prefer to reflect, observe, view, and watch learning; they make careful judgments and view things from different perspectives



Reflect 2. Analyze Online Cases (problems, solutions, etc.)

Mr. Conrad is a 52 year old man who's come to see you because he's had some nosebleeds. He's been tired and has a cough. Before seeing him, let's take a quick look at his chest.

Slide 1, Cryptococcal pneumoniae. Slide 2, Cryptococcal pneumoniae. Blood smear (H), Slide 17, sputa with leukocytes. Slide 18, lung with alveoli. Slide 19, lung with alveoli. Slide 20, lymph node with T-lymphocytes. Slide 21, adenocarcinoma. Slide 22, adenocarcinoma. Slide 23, adenocarcinoma. Slide 24, adenocarcinoma. Slide 25, adenocarcinoma. Slide 26, adenocarcinoma. Slide 27, adenocarcinoma. Slide 28, adenocarcinoma. Slide 29, adenocarcinoma. Slide 30, adenocarcinoma. Slide 31, adenocarcinoma. Slide 32, adenocarcinoma. Slide 33, adenocarcinoma. Slide 34, adenocarcinoma. Slide 35, adenocarcinoma. Slide 36, adenocarcinoma. Slide 37, adenocarcinoma. Slide 38, adenocarcinoma. Slide 39, adenocarcinoma. Slide 40, adenocarcinoma. Slide 41, adenocarcinoma. Slide 42, adenocarcinoma. Slide 43, adenocarcinoma. Slide 44, adenocarcinoma. Slide 45, adenocarcinoma. Slide 46, adenocarcinoma. Slide 47, adenocarcinoma. Slide 48, adenocarcinoma. Slide 49, adenocarcinoma. Slide 50, adenocarcinoma. Slide 51, adenocarcinoma. Slide 52, adenocarcinoma. Slide 53, adenocarcinoma. Slide 54, adenocarcinoma. Slide 55, adenocarcinoma. Slide 56, adenocarcinoma. Slide 57, adenocarcinoma. Slide 58, adenocarcinoma. Slide 59, adenocarcinoma. Slide 60, adenocarcinoma. Slide 61, adenocarcinoma. Slide 62, adenocarcinoma. Slide 63, adenocarcinoma. Slide 64, adenocarcinoma. Slide 65, adenocarcinoma. Slide 66, adenocarcinoma. Slide 67, adenocarcinoma. Slide 68, adenocarcinoma. Slide 69, adenocarcinoma. Slide 70, adenocarcinoma. Slide 71, adenocarcinoma. Slide 72, adenocarcinoma. Slide 73, adenocarcinoma. Slide 74, adenocarcinoma. Slide 75, adenocarcinoma. Slide 76, adenocarcinoma. Slide 77, adenocarcinoma. Slide 78, adenocarcinoma. Slide 79, adenocarcinoma. Slide 80, adenocarcinoma. Slide 81, adenocarcinoma. Slide 82, adenocarcinoma. Slide 83, adenocarcinoma. Slide 84, adenocarcinoma. Slide 85, adenocarcinoma. Slide 86, adenocarcinoma. Slide 87, adenocarcinoma. Slide 88, adenocarcinoma. Slide 89, adenocarcinoma. Slide 90, adenocarcinoma. Slide 91, adenocarcinoma. Slide 92, adenocarcinoma. Slide 93, adenocarcinoma. Slide 94, adenocarcinoma. Slide 95, adenocarcinoma. Slide 96, adenocarcinoma. Slide 97, adenocarcinoma. Slide 98, adenocarcinoma. Slide 99, adenocarcinoma. Slide 100, adenocarcinoma.

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Feel like to take the quiz now.

Display 3. Concept Mapping and Timeline Tools (VUE, Bubbl.us, Cmap, Freemind, Glify, Mindmeister, or Mindomo)

collaborative online mind mapping

Do 4. Create Blogs (e.g., Dr. Kim Foreman, San Fran State University, Come and See Africa Blog; <http://comeandseeafrica.blogspot.com/>)

Come and See Africa (CASA)

A Day in Botswana, Botswana

We are not motivating students with the technologies that they love!

Ok, Million Dollar Question: How do you motivate online learners? What Words come to mind?

I even reflected on this for a moment...and then something magical happened...

TEC-VARIETY Model for Online Motivation and Retention

1. **Tone/Climate:** Psych Safety, Comfort, Belonging
2. **Encouragement, Feedback:** Responsive, Supports
3. **Curiosity:** Fun, Fantasy, Control
- ...
4. **Variety:** Novelty, Intrigue, Unknowns
5. **Autonomy:** Choice: Flexibility, Opportunities
6. **Relevance:** Meaningful, Authentic, Interesting
7. **Interactive:** Collaborative, Team-Based, Community
8. **Engagement:** Effort, Involvement, Excitement
9. **Tension:** Challenge, Dissonance, Controversy
10. **Yields Products:** Goal Driven, Products, Success, Ownership

2. Encouragement, Feedback, etc.:

A. Online Self-Testing (e.g., self study in accounting, vocabulary, anatomy, chemistry, dissection, etc.)

6. Relevance, Meaningfulness:

A. Tour an Online Oil Drilling Site or Role Play Situations (i.e., BP)

TEC-VARIETY Model for Online Motivation and Retention

Tone/Climate
Encouragement, Feedback
Curiosity

Variety
Autonomy
Relevance
Interactive
Engagement
Tension
Yields Products

Tinkering, Tottering, or Totally Extreme?

Tinkering

Tinker #1. Webcast Lectures (Tegrity, Echo360, Mediasite, etc.)

The screenshot shows a webcast interface with a video player on the left and a presentation slide on the right. The slide is titled 'Magnetic Disks' and asks 'What are tracks and sectors?'. It features a diagram of a hard disk platter with concentric circles representing tracks and radial lines representing sectors. The Tegrity logo is visible in the bottom left corner of the slide.

Tinker #2. Expert Podcast and Blog Reflections

A collage of images related to podcasts and blogs. It includes a 'nature REVIEWS' logo with 'CANCER' below it, a 'UNL Medcast' logo with 'NursingShow.com' next to it, a 'TED TALKS' logo, a 'MEDICAL BLOGS' logo, a 'University of Pennsylvania' logo, a 'NursingShow.com' logo, a 'M' logo for 'MEDICAL BLOGS', a 'University of Michigan' logo, a 'iTunes U' logo, a 'weekly podcasts' logo, and a 'INDUSTRY TALKS' logo.

Tinker #3. Anchored Instruction with Shared Online Video (tracking the life of scientists; e.g., Brian J Ford,)

A collage of video thumbnails and TED Talks. It includes a 'Kodak' logo, a 'TED TALKS' logo, and several video thumbnails showing people speaking or presenting. One thumbnail shows a man in a white lab coat, and another shows a man in a white shirt.

Tinker #4. Video Animations

A collage of video animation thumbnails. It includes a 'YouTube' logo, a '3D Human Anatomy' logo, a 'Circulatory' logo, and several video thumbnails showing anatomical diagrams and 3D models of the human body.

Tinker #5. Online Portals of Rich Data United Nations Opens World Digital Library, Turning the Pages from the British Library, etc. (history, culture, literature, writing, art, etc.)

A collage of online portals and digital libraries. It includes a 'UNESCO' logo, a 'World Digital Library' logo, and several screenshots of digital library interfaces showing various historical documents and artifacts.

Tinker #6. Educational Simulations

A collage of educational simulation images. It includes a 3D model of a classical building, a 3D model of a plant, a 3D model of a human body, a 3D model of a city, and several screenshots of educational simulation software.

Tinker #7. Timeline Tools

(e.g., SIMILE from MIT (<http://simile.mit.edu/>), Learning Tools from UBC)

Tinker #8. Collaborative Groups

(Google Docs, Ning, Google Groups, MSN Groups, Yahoo Groups)

Tottering

Totter #1. Bridges to World of Expert and Practitioners

(e.g., Watch or Listen to Online Conferences, Expert interviews, blogs, chats, etc.)

Totter #2. Class Synchronous Sessions and Archives

(Breeze/Adobe Connect Pro, Elluminate, WebEx, Dim Dim)

Totter #3. Global Class Videoconferencing

Totter #4. Synchronous and Asynchronous Events (e.g., Breeze + Video + Online Forum + Online Papers)



Totter #5. Wikibooks, Wikipedia editing, wiki syllabi, wiki glossaries (Ron Owston, York University, Toronto)



Totter #6. Student YouTube Products

<http://www.youtube.com/watch?v=x1wS1nyPzsQ>
http://www.youtube.com/watch?v=x3FJy4Pn_E
<http://www.youtube.com/watch?v=eD1awpaSuP0>



Totter #7. Podcast Productions and Virtual Performances for students of pronunciation class (e.g., Tzu-Su Chen, Taiwan)



Totter #8. Video Blogging



Totally Extreme Learning



Totally Extreme #1. Live Expeditions
(Oceanographer touts deep sea web surfing; Nautilus Live allows people to watch expeditions live & listen to scientists in control rooms as discoveries made, eSchool News, June 2010, Deep-sea images reveal colorful life on ocean's floor, Sept. 2010))

The collage features the Nautilus Live website interface on the left, which includes a live video feed of a submersible. To the right are several smaller images: a man in a blue jacket speaking, a submersible underwater, and various deep-sea organisms.

Totally Extreme #2. Adventure Learning, GeoThentic, Earthducation, Polar Husky, GoNorth (Aaron Doering, Univ of Minnesota), Impossible to Possible, Ray Zahab

This collage displays a variety of educational and adventure-themed websites. It includes screenshots from GeoThentic, Earthducation, Polar Husky, GoNorth, and Impossible to Possible, showing diverse content like virtual field trips and expedition reports.

Totally Extreme #3. The LAST OCEAN Website and The Last Ocean Project
<http://www.lastocean.com/> and <http://lastocean-project.org/>; Cassandra Brooks

The collage shows the 'The Last Ocean' website with a focus on the Ross Sea in Antarctica. It features a large image of icebergs and text about the 'ICE STORIES' project. To the right are photos of people in outdoor gear and a map of the region.

Totally Extreme #4. Adventure Learning (cars and bikes)
Dan Grec and Mark Beaumont

This collage highlights adventure learning projects involving cars and bikes. It includes screenshots of websites, a map of the United States, and photos of people on bicycles and in cars, representing the journeys of Dan Grec and Mark Beaumont.

Totally Extreme #5. South African teens get virtual mentoring from all over the world, By Danielle Berger, CNN, January 14, 2011
<http://www.cnn.com/2011/LIVING/01/13/cnheroes.stokes/index.html?hpt=12>

The collage features a screenshot of a CNN Living article titled 'South African teens get virtual mentoring from all over the world'. It includes a grid of video feeds from a virtual mentoring session and photos of the participants.

Totally Extreme #6. On-Demand Multi-Participant Synchronous Conferencing

This collage shows screenshots of an on-demand multi-participant synchronous conferencing interface. It displays a grid of many small video windows, each showing a different participant in a virtual meeting.

Totally Extreme #7. International and Global Education and Competitions
 (e.g., Global Game Jams, online role play, Global Videoconferencing)

Global Game Jam

Totally Extreme #8. Learn Anytime, Always On/Mobile. Will Technology Kill the Academic Calendar? Online, semesters give way to students who set their own schedules, Marc Parry, Chronicle of Higher Ed, October 10, 2010

Robert Johnson, who championed the open-format Learn Anytime program at a two-year college in Louisville, Ky. checks students' e-mail while waiting for a flight. "Everything I need to do today, I can do on my phone," says Robert Johnson...He often grades papers and communicates with students from a cafe near his home.

Poll #1: How many ideas did you get?

1. 0 if I am lucky.
2. Just 1.
3. 2, yes, 2...just 2!
4. Do I hear 3? 3!!!!
5. 4-5.
6. 5-10.
7. More than 10.

It is both Nature AND Nurture as well as PEOPLE!!! Technology is just part of the Equation

Any Extreme Questions and Comments?

Slides at: TrainingShare.com
 Papers: PublicationShare.com
 Book: <http://worldisopen.com/>
 Email: curt@worldisopen.com