

Combination of ePortfolios

Presentation at the ePortfolio & Digital Identity 2008 conference, Maastricht

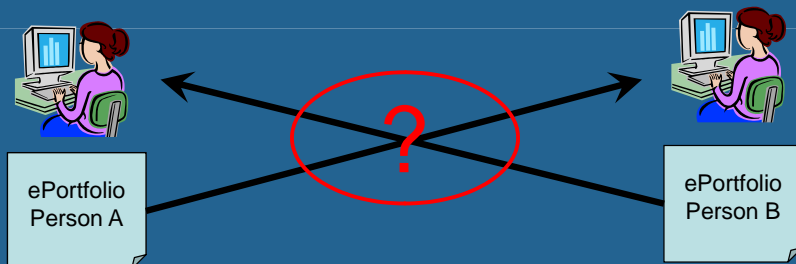
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Why combining ePortfolios?

- ePortfolio as a tool for reflection
- ePortfolio as a tool for communication



Case study choice: Appraisal interviews

Why the appraisal interview process?

- ePortfolios are reused in every cycle
- Combines aspects of:
 - development of workplace
 - development of people
 - development of organisation
- Mandatory for every employee at every hierarchical level

Appraisal interview as-is state

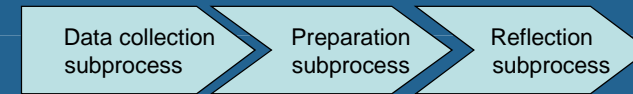
Most Important steps

- A: Preparation phase
- B: Goals review
- C: Goals setting
- D: Manager feedback
- E: Job development opportunities
- F: Personal Appraisal Sheet

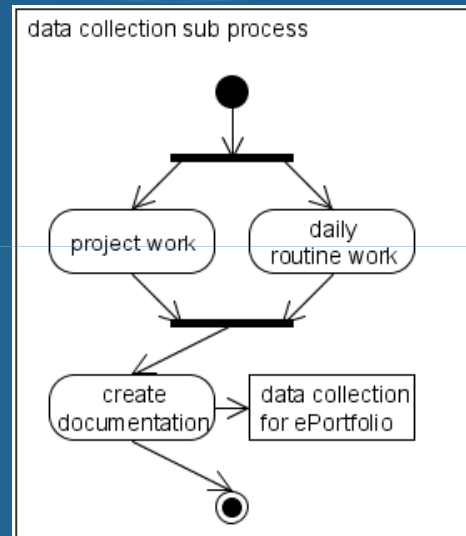


Appraisal interview supported by ePortfolio (1/4)

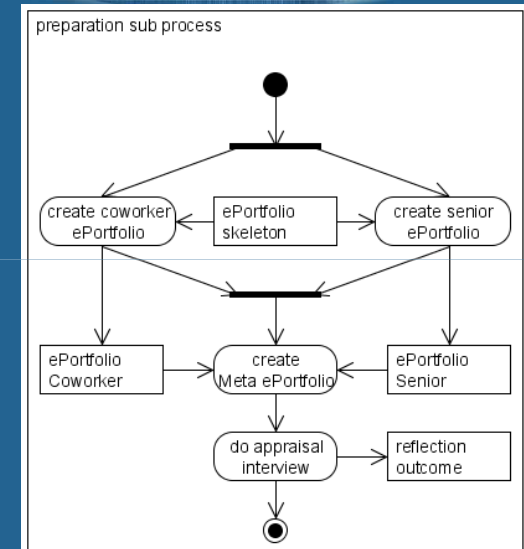
The new process consists of three subprocesses:



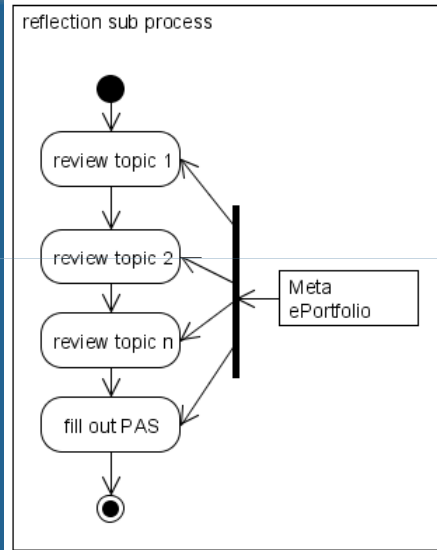
Appraisal interview supported by ePortfolio (2/4)



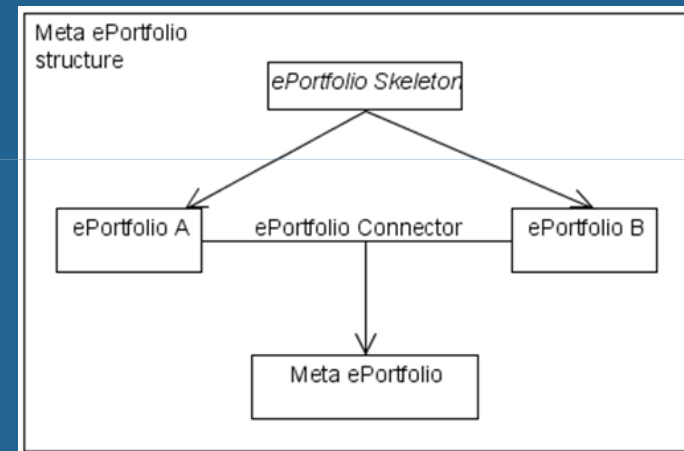
Appraisal interview supported by ePortfolio (3/4)



Appraisal interview supported by ePortfolio (4/4)



Combination of ePortfolio

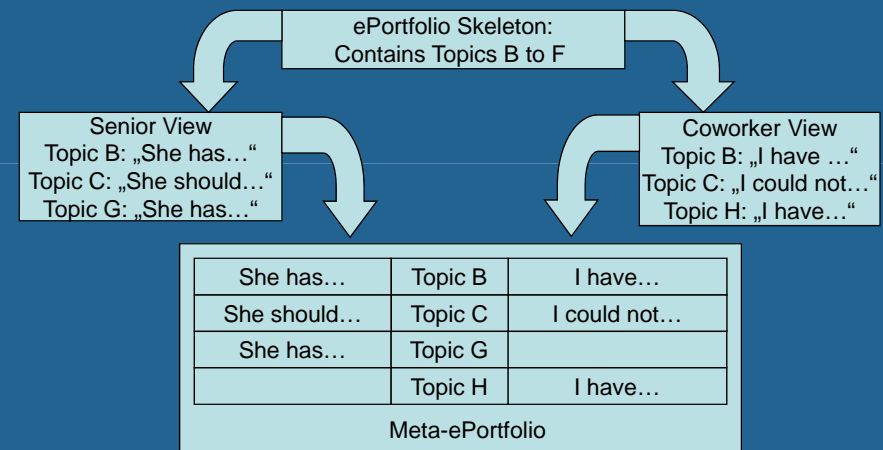


Example: ePortfolio Skeleton

Appraisal Interview Structure:

- B: Goals review
- C: Goals setting
- D: Manager feedback
- E: Job development opportunities
- F: Personal Appraisal Sheet

Example: ePortfolio Connector



Conclusion

- Benefits
 - Appraisal more fact-based
 - Structured reflection about work
 - Stored data can be used for PDP etc.
- Weaknesses
 - Data Privacy and Protection
 - Repetitive tasks
 - No technical implementation yet

Thank you for your time,
Please ask your questions!