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## KM Competence Development with Flipped Classroom

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### Abstract

In this forum, we would like to discuss current developments on teaching Knowledge Management with Flipped Classroom. We will start by briefly introducing the Flipped Classroom concept. And then show some good and not so good practices in the field of Knowledge Management and a Force Field Analysis.

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### 1. Flipped Classroom

One clear trend in the literature<sup>1,2</sup> on which there is significant consensus is the inclusion of the Flipped Classroom Model in universities, which actually follows the general trend in education. The term "Flipped Classroom" was popularized by the teachers Bergmann and Sams<sup>3</sup> for High Schools. Prior to that the term "The Inverted Classroom" was used for students at Miami University. "Inverting the classroom means that events that have traditionally taken place inside the classroom now take place outside the classroom and vice versa"<sup>4</sup>.

The students learn the theory outside the classroom. For example with videos, podcasts, e-books or collaborating with peers. The time in the lesson is then used to practice the content for example, with discussions, project-based

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learning or other in-class activities. Flipped classroom should be driven by decisions to change teaching methods. It is therefore ideal to teach knowledge management content.

## 2. Workshop Design

If the participants of the workshop have teaching experience they have most likely worked with Flipped Classroom elements. In the second part of the workshop, we will share with you our experiences with flipping an activity, class, period, or course in the field of Knowledge Management. Workshop participants are encouraged to contribute their experiences.

At the master program “Knowledge Management” at the University of Applied Sciences Burgenland the Flipped Classroom Model is part of the entire study program<sup>5</sup>. Based on this experience and accompanying studies we can report on various Flipped Classroom examples of teaching Knowledge Management.

In the third and last part of the workshop, we will conduct a Forced Field Analysis. The Force Field Analysis is a way to evaluate the forces that affect change, which can affect our organizations. This workshop method is about exploring the viability of change in an open-minded way<sup>6</sup>. In this workshop, we will analyze the forces for and against flipped classroom.

### 2.1. Results of the Workshop

At the end of the workshop, the participants will be familiar with the concept of the flipped classroom, will have got to know several scenarios in the field of Knowledge Management and worked out the reasons for and against the introduction.

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