



**NORWEGIAN ARMED FORCES**  
Norwegian Defence University College

# ADL-conference 2009

Training, Simulation and Education



**Rear Admiral**  
**Louise Kathrine D. Bastviken**  
CO NoD Defence University College



**James Xu,**  
**Director,**  
**System Integration, R&D**  
**ADL Co-Laboratory Hub, USA**



**Professor**  
**Arne Krokan**  
**University of Science and Technology,**  
**Norway**



**Dr. J. D. Fletcher,**  
**Senior Research Staff Member,**  
**Institute for Defense Analysis,**  
**USA**



**Donald Clark,**  
**Director, Caspian Learning UK**

**May 5<sup>th</sup> to May 7<sup>th</sup> 2009,**  
**Per's Hotel, Gol**



**NORWEGIAN ARMED FORCES**  
Norwegian Defence University College

# ADL-conference 2009

Training, Simulation and Education



***Authoring Workshop***  
***Tuesday May 5th 2009***  
***09.30-11.30***



***See and try out examples on  
authoring tools used in the  
Norwegian armed forces today,  
bring your own lap top***

***Included in the conference fee.  
Register to [gisaksen@fhs.mil.no](mailto:gisaksen@fhs.mil.no)***



**NORWEGIAN ARMED FORCES**  
Norwegian Defence University College

# ADL-conference 2009

## Training, Simulation and Education



Dear Participant

Norwegian Defense University College is proud to invite you to the NoD ADL Conference 2009.

This years program is filled with recognized speakers from both Norway and our International partner nations. Like the previous years, the NoD ADL conference will give you an unique networking opportunity and the latest insight in the field of training, simulation and education. We welcome you to Gol in May for a great time and great learning experience.

LtCdr Geir Isaksen, ADL Adviser  
Conference Chairman  
[gisaksen@fhs.mil.no](mailto:gisaksen@fhs.mil.no) or +47 9909 2264



Register before April 20th 2009 to receive a NOK 1000 discount.



Dear participant/exhibitor.  
We are delighted to welcome you to the ADL conference 2009

The conference fee (before April 20<sup>th</sup>) is NOK 4500 pr person. This includes in addition to the conference, 2 nights at the Conference hotel and all meals during the conference.

The exhibition fee of NOK 3000 includes a booth of 6m<sup>2</sup>.

Please send your registration to Elsebeth Sandaas (Fis/Basis) or [esandaas@fhs.mil.no](mailto:esandaas@fhs.mil.no)

Include your

- name (s)
- unit/organization name,
- title/rank,
- country,
- invoice address,
- contact person including "ansattnr" (NoD)
- any additional nights

Any questions? Please contact us at +47 9909 2265

Elsebeth Sandaas, Senior Consultant  
Head of Conference Management



# ADL-conference 2009

## Training, Simulation and Education

Tuesday May 5<sup>th</sup> - 14:00-14:30

### Why technology, Why ADL

**Dr. J. D. Fletcher, Senior Research Staff Member, IDA, USA**



This presentation discusses the case for using technology in education, training, and performance aiding. It reviews research evidence concerning the effectiveness, costs, and return on investment for this approach. It identifies the types of training and education

to which technology may be most cost-effectively applied and discusses evidence that links investments in technology-based training to operational effectiveness. The presentation ends with a discussion of a long-term vision for ADL development.

Dr. J. D. Fletcher is a Senior Research Staff Member at the Institute for Defense Analyses where he specializes in manpower, personnel, and training issues. He holds graduate degrees in computer science and educational psychology and has published numerous articles and technical reports on the use of computers in education, training, and performance aiding. He has designed computer-based instruction programs used in public schools and training devices used in military training. He has been the technical director for ADL since its inception.

Tuesday May 5<sup>th</sup> - 15:00-15:30

### Merging gaming and learning, a good idea?

**James Xu, Director, System Integration, R&D ADL Co-Laboratory Hub, USA**



Today's military recruits grew up in environments surrounded by an arsenal of consumer electronics ranging from cell phones to gaming consoles and much in between. These "digital natives" bring with them

expectations of learning with advanced interactive technology. The focus of this presentation is to show how games, simulations, virtual worlds and other immersive technologies may be used effectively in assist of military learning and training.

As the Director of Systems Integration, James Xu supports ADL Initiative by focusing on bringing emerging technologies, such as gaming, simulation, virtual worlds and other immersive technologies, into the space of learning, education and training. Before joining ADL, he spent over 15 years in the software industry served as Chief System Architect, VP of Software Development and CTO. During past several years, he has been concentrating on developing enterprise systems using Service Oriented Architecture (SOA) and other Web 2.0 technologies. James Xu is currently a professor at DeVry University teaching Game and Simulation Programming. He holds a Master of Science degree in Mechanical Engineering, and is pursuing Ph.D. in Modeling & Simulation.

Tuesday May 5<sup>th</sup> - 15:30-16:00

### Use of Games in Military Training (UK)

**Donald Clark, Director, Caspian Learning UK**



Research Report on Games in MoD.A report was commissioned from the MoD in June 2008. Donald, one of the authors of the report, will deliver the salient points from this recent, and most comprehensive, report yet

on the use of Serious Games in Military Learning. It contains a wealth of case studies, a detailed analysis of the demographic, cultural and social issues surrounding the use of games in military education and training, and clear recommendations on when serious games should be used

Donald Clark was CEO, and one of the original founders, of Epic Group plc, which established itself as the leading company in the UK e-learning market. It was floated on the Stock Market in 1996 and sold in 2005.

Donald is now a board member of Ufi (learndirect), LearningLight, Brighton Festival, Interactive University and a school governor. He has produced over 40 papers, dozens of book reviews and many articles on e-learning. He has been involved in games, simulations, mobile learning, informal learning. Donald has also won many awards for the design and implementation of e-learning, and the 'Outstanding Achievement in e-learning Award' at the World Open Learning Conference. He is a regular speaker at national and international conferences and a regular blogger on e-learning!



Tuesday May 5<sup>th</sup> - 16:30-17:00

### Ship training using breakthrough gaming graphics

**Bill Cole, Advanced Training Technologies Consultant VISTIS, Germany**



Around the world, international Navies are under tremendous pressures to change their approach to training. TKMS Blohm + Voss Nordseewerke, together with partners Catalyst Interactive and Crytek have

responded to this need with one of the most ambitious serious gaming products ever undertaken: ViSTIS, The Virtual Ship. Utilizing the power of the CryENGINE2, ViSTIS will allow teams of students to work together through scenario based training to learn, practice and react to any imaginable situation that can arise while working on board.

Bill Cole, 34 years old, Canadian. More than ten years experience in the Advanced Visualization field, working with customers around the world in the Aerospace, Automotive and Military industries to optimize their engineering processes to unlock additional value from their engineering data. In 2008, founded the Consultation company, Knowmata, and since June has been contracted to TKMS Blohm + Voss Nordseewerke in Hamburg, working on the project ViSTIS

Tuesday May 5<sup>th</sup> - 17:00-17:30

### Why the armed forces can't afford to skip the TNA

**Charles Smith-Holland, ThruLife Ltd, UK**



This presentation will concentrate on the importance of conducting a solid Training need analysis (TNA) prior to the development, acquisition and implementation of new course, learning method or equipment

Based on an extensive experience Mr Smith-Holland will give us examples, results and best practices in the field of TNA from the UK armed forces and ThruLife

Charles joined the British Army in 1981 seeing active service in Northern Ireland, the Balkans and the Middle East. Charles was a member of the Royal Electrical & Mechanical Engineers (REME) and held posts as the Equipment Support Manager for UK Special Forces, Digitisation Staff Assistant to the Director of REME, Training Analyst and ILS Manager amongst others. In 2005 Charles retired from the Army and worked in senior Supportability Engineering roles in Nigeria and the UK before founding ThruLife Support Services in 2007. Charles holds a BSc (Engineering) and is a Member of the Association for Project Management. He is a recognised expert in Supportability Engineering and its related disciplines and has taught hundreds of delegates from UK MoD, Swedish FMV and Norwegian NoD as well as delegates from commercial companies in UK, Turkey, Sweden, USA, Norway and Holland. Charles' specialisations are Supportability Engineering, LSA, Training and Safety.

Wednesday May 6<sup>th</sup> - 08:30-09:15

### Learning - creation, not consumption

**Jonas Hultman, DNV**



How do people actually learn? How do you design and deliver training that really helps your learners understand, remember and - most importantly - use their newly acquired knowledge and skills in their everyday working lives? How can you make learning an enjoyable experience?

In this presentation these questions will be addressed. We will focus on the training philosophy and learning principles used in "Det Norske Veritas". The importance of active involvement of learners will be explored and discussed as well as how to create a training session that really has an impact on your learners.

Jonas is currently working as a Principal learning consultant in DNV Learning with 3 responsibilities. Delivery of soft skill courses, such as Train the trainer, Pedagogical advice and facilitation of course development with subject matter experts and Evaluation of training impact Jonas previously worked as manager of a consultancy group at the Institute of Educational Research, University of Oslo. Main focus areas in this group was evaluation of training- and competency development programs, as well as conducting quantitative and qualitative studies in the field of education/training. He has a master in Education from the University of Oslo



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## Training, Simulation and Education

Wednesday May 6<sup>th</sup> - 09:15-10:00

### "GIS-Enabled Modeling and Simulation (GEMS) Terrain Agility"

**Warren Katz, Founder and Chief Executive Officer, VT MÄK**



Since the beginning of digital image generation in the Modeling and Simulation industry, developers of M&S systems have produced customized terrain databases in specialized formats to optimize the real-time rendering of out-the-window scenes. Though ideal for the man-in-the-loop component of a simulation system, these visual terrain databases were not ideal for other components of the system, such as Instructor Operator Stations, After-Action Review systems, Scenario Generators, communications simulations, etc. Those subsystems required their own optimized terrain formats. This has led to a divergence

in correlation between different components of the same system.

The cost of this divergence is a multiplication of the price to develop such databases, and errors in simulation results due to differing representation of ground truth. In addition, operational command and control systems that would ideally link to simulations for mission rehearsal and course of action analysis (COA) use yet another set of divergent databases (GIS). VT MAK has developed GEMS, a set of technologies that enable both visual and non-visual simulations to directly utilize GIS and other forms of databases, and merge them on the fly, leapfrogging the entire terrain database generation tool-chain. The result is perfect correlation between disparate M&S systems as well as between M&S and C4I systems. This technology will be explained and demonstrated.

Warren Katz co-founded MÄK Technologies with John Morrison in 1990 and acted as chief operating officer for 16 years. In December 2006, MÄK was acquired by VT Systems of Alexandria, Virginia at which time Katz became chief executive officer. Katz is a noted industry advocate of open interoperability standards and commercial business models in Department of Defense procurement. Katz also has expertise in the collaboration between the defense and video game industries. He is a prolific author of articles, reports and papers, and frequent speaker on these subjects. He holds two patents on a low-cost eye-tracking device and one patent on a networking protocol for simulated distributed force-feedback. Katz was six-term chairman of the

Simulation Interoperability Standards Organization, the international not-for-profit consortium that manages the process for developing open interoperability standards for synthetic environments. From 1987 to 1990, Katz worked for Bolt, Beranek, and Newman on the SIMNET project. Katz was the resident drive train simulation expert, responsible for mathematical modeling of physical systems. Katz holds dual bachelor's degrees in mechanical and electrical engineering from Massachusetts Institute of Technology

Wednesday May 6<sup>th</sup> - 10:30-11:30

### A mobile solution for both training and maintenance

**Stein Tore Johnsen, Managing director, ibruk.**

**Jens-Petter Røren, Manager Marketing & Business Development Simulation & Training, KDA**

ibruk and Kongsberg Group has worked together on various projects throughout the years. Based on requirements from demanding customers, they recently joined R&D forces to develop a new system for CBT and interactive maintenance documentation. The result is a highly visual solution which includes simulation, technical documentation and training. All supplied in one package on a ruggedized PC. ibruk and Kongsberg will demonstrate the solution and provide a tour through the product development process.



Stein Tore Johnsen (40) is the managing director of ibruk. He is educated as a robotics engineer, and has a degree in business economics. He started as a technical writer in 1992, and in 1999 he founded ibruk AS. Today, ibruk includes 6 sub-companies and approximately 90 employees in Norway and India, all focusing on documentation, training and simulation.



Jens-Petter Røren, Former Technical Officer from The Norwegian Army. Specialized in Communication and Air Defense Systems. Worked as Project and ILS officer in NDLO for Artillery Radar Systems and Air Defense Systems. Project manager for documentation and training projects in a Kongsberg company for three years. Manager Marketing and Business Development in Kongsberg Defense and Aerospace - Simulation and Training since May 2008



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## Training, Simulation and Education

Wednesday May 6<sup>th</sup> - 12:30-13:00  
**Defence E-Learning Centres (DELIC)**

**John Bruce, Business Development Manager**



The DELIC service is provided by Logica to the UK MOD for the delivery of e-learning to the Defence community wherever it is located. It provides a network of 30 Walk-In DELIC delivering over 350 e-learning courses on-line across the MOD

from Lisburn in Northern Ireland to Washington USA. The service also provides a pool of Rapid Reaction DELIC to support deployed forces using a satellite link in some locations to upload exam results in real time. Additional services include a PDA pool, a mobile learning portal, a Moodle virtual learning environment and a Mission Rehearsal Tool using PC based simulation is being developed as a trial project

John Bruce completed a full career in the Royal Engineers of the British Army spanning 33 years man and boy. Amongst many roles undertaken in that time he has been a military training instructor, a training officer and has commanded a training unit including a large contingent of civil servants. He has served with the Royal Marines onboard a Royal Navy ship for two years doing beach landings and has been the UK Harrier Force Field Engineer Operations officer serving 3 years with the RAF. This gives John a unique MOD wide perspective. In his second career he is a Training Solutions Architect/Business Development Manager with Logica's Training and Learning Services business. His main points of interest are in all things Blended Learning and Distributed Learning. He has designed and implemented the UK MOD DELIC solution which he will be speaking about. He has also created training transformation solutions and led on the adoption of Moodle. John is an e-learning consultant and has a Diploma in Blended Learning

Wednesday May 6<sup>th</sup> - 13:00-13:30  
**"Reference not remember"**

**LtCol Chris Edwards, UK Army**



Col Edwards will utilise the mobile device (Nintendo DS) to act as a reference manual and as a tool to deliver/revise training given on new equipments etc. He will also look at Ipod learning and how we now deploy the mobile technology to

support all trg. All too often we are expected to remember detail, when if we knew how to access the detail it would be better

Lieutenant Colonel Chris Edwards is the Commander of Educational and Training Services in the UK's 2nd Division, having previously been career manager for the UK Army's 350 Educational and Training specialist officers. He has an MSc in Computer based Learning and Training and a BSc (Hons) in Computer Science and mathematics and Postgraduate Certificate in Education. He has previously had responsibility for quality assurance of commercially developed online courseware in accordance with the Defence SCORM standard, including implementation of an enterprise wide LCMS and associated upgrade of an in-house courseware development and testing capability. In previous posts Lieutenant Colonel Edwards implemented the Army's global network of some 157 Online Learning centres for the UK Defence Community. His particular area of interest is rapid application development tools for learning with an emphasis on mobile devices and open-source educational software, presenting papers at IITSEC on this subject in 2006 and 2007. He has also presented at a number of International Conferences on e-Learning and was a member of the NATO ADL Working Group and NATO Authoring Tools project team.

Wednesday May 6<sup>th</sup> - 14:00-14:30

**Planning, Creation and Management of SCORM compliant Learning material based on S1000D**

**Sylvia Schwab, Head of Consultancy Services CORENA**



In the world of technical publications the specification S1000D is widespread to ensure re-use, exchange and maintainability of publications over time. Technical documentation is often used as

the basis for the creation of training material or computer-based training courses for product operation and maintenance etc. The latest version of S1000D Issue 4.0 intends to reduce production costs and improve information quality and consistency through bringing the world of technical publications and learning closer together. This presentation will present the new capabilities and functionality introduced with the latest Issue of the S1000D standard and outline how a collaborative production and management environment for S1000D and SCORM information will work. Last but not least, this presentation will give a glance at already ongoing projects and initiatives that will support a seamless integration between any S1000D Common Source Data Base and any SCORM compliant learning authoring application.

Sylvia Schwab heads up the Consultancy Services at CORENA. Sylvia has an extensive background from working with international standards over the last 15 years, both as an information analyst and as a project manager. Recent engagements involve integrations of solutions and harmonization of processes utilizing standards such as PLCS, S1000D, and SCORM.



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## Training, Simulation and Education

Wednesday May 6<sup>th</sup> - 14:30-15:00

### An Authoring tool that likes S1000D

**Johan Bottheim, Team manager, Mintra AS**  
**Stefan Lovgren, Training manager, SAAB**

The Mia X project has successfully demonstrated a pairing of a SCORM-compatible CBT tool prototype with an established CSDB environment and made recommendations on efficient, integrated processes for development of CBT and technical documentation. The project's work on specifications and prototyping for integrated development has put it at the forefront of the ongoing international work on harmonization of training standard SCORM and technical/training documentation specification, S1000D



Johan has worked for Mintra AS for the last three years, currently as Team Manager. Participated in the API Bridge project. Master of Science, Norwegian University of Science and Technology, 2004. Teacher Education Program, University of Oslo, 2005



Stefan Lövgren, retired major, has a background in training and development with the Swedish Armed Forces. There he worked in the Swedish Army Combat Schools Development Section as Program manager with responsibility to develop Night Vision training and evaluate equipment for the same purpose. He has during 2006 and 2007 worked as production manager for the CBTS project for RSA. He is since 2007 working as Training manager responsible for enhancing Saabs abilities concerning eLearning/computer based training. This experience he brings with him into the work of developing Saab's method's and processes working with SCORM and S1000D for a training purpose.

Wednesday May 6<sup>th</sup> - 15:30-16:00

### Creating Learning Environments Online

**Anne Swanberg, Norwegian School of Management**



As a senior adviser at The E-learning Centre at Norwegian School of Management BI Anne focus is on developing teaching and learning in BI's educational programs. She has been working with ICT and learning for many years and the last 10 years she have also taught the topic of project management online. Research areas the last four years has been individual differences and learning, and she will finish a doctoral work this spring. As an online student at the University of Calgary, Canada, she had a great learning experience 10 years ago. Anne enrolled the online Master of Continuing Education Program and co-learned with classmates all over Canada. At the same time she started up her first class in project management in Norway with students world wide. The Internet and the virtual facilities turned out to be exiting learning arenas where knowledge was developed across culture, individuality, borders and time zones!

Thursday May 7<sup>th</sup> - 08:30-09:00

### Simulator training with a pedagogical approach

**Per Eklund PhD, Offshore Simulator Centre AS**



The advent of virtual reality or computer-mediated immersive environments has brought new dimensions to simulation in training and offers new opportunities to promote mastery of offshore operations. At some point they may

even compensate for lack of practice opportunities and allow for deliberate focus on specific, complex or crucial tasks not easily accomplished in practice. Still, designing appropriate learning environments and filling them with realistic and relevant content are complex tasks in need of ongoing improvement and evaluation. This presentation addresses crucial aspects of learning processes, subject matter challenges and technology issues that are dominant when bringing training and knowledge development systems to life and steps taken to ensure their success – if one wants to reach beyond the basics.

Per Ekelund, is an Associate Professor, Computer Science / Computer Engineering, at Institute of Technology and Nautical Sciences, Aalesund University College, Norway, since 1994. President of Aalesund University College 1994-1997. Has been working with computer based simulation and visualisation since 1991, and with maritime real-time simulation systems and technology since 1996. Holds a PhD from University of Washington, Seattle, USA, 1993, with research on design of virtual reality systems in business areas. Since 2004 Chairman of the Board/ CEO at Offshore Simulator Centre AS, Aalesund, Norway,



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Thursday May 7<sup>th</sup> - 09:00-09:30

### Knowledge Management in the Norwegian Armed Forces

Lt Col Eystein Kvarving,  
head of Knowledge Management Branch,  
Norwegian Defence University College



The Norwegian Defence University College (NDUC) is more than a provider of higher military education. The Commander of NDUC is also the Norwegian CHOD's principal advisor on military education..

Through different advisory boards and the "Directive for education in the Norwegian Armed Forces", NDUC provides guidance and direction to all military education in Norway. Through standardization, streamlining and coordination the knowledge management branch ensures that the military education provided in Norway is cost-effective and of high quality. The presentation will give a quick overview of the Norwegian military education system, NDUC responsibility and some thoughts on the future with regards to ADL

Lt Col Eystein Kvarving holds a masters degree from the Norwegian School of Management, a bachelors degree in political science from the University of Oslo, as well as higher military officer training from the Royal Norwegian Air Force Academy. He has been with the NDUC since 2007, and has previously held different positions in Norway and NATO, including military schools.

Thursday May 7<sup>th</sup> - 10:00-11:00

### It's time to bring education into the 21st century?

Professor Arne Krokan,  
NORWEGIAN UNIVERSITY OF SCIENCE AND  
TECHNOLOGY



### What are the main challenges and how is the pedagogical practice shaped in a networked society?

Dr.Polit. Arne Krokan is professor at the Norwegian University of Science and Technology. He is currently working to understand how the Internet changes organizations, business models and more broadly: society.

The last years he has been teaching on subjects as "Technology, business, societ", eMarketing, eGovernment, Mobile Business, Strategic eBusiness", "School Development in the Networked Society" and more.

Thursday May 7<sup>th</sup> - 11:00-11:30

### New generation of Defense LMS?

Norwegian Defense University College/ADL Office  
Swedish Defense ADL Office

The Swedish ADL Unit will talk about their experience with their new version of the Swedish Defense Learning portal  
The new version of the IBM LMS contains functionality like chat, live virtual classroom and is implemented as the Swedish armed forces LMS

Norwegian Defense University College/ ADL office will outline a status of the plans for implementing the same LMS as the main portal on Internet



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Time	Tuesday May 5th 2009	
09.30-12.00	<b>Registration, Pers Hotel reception area</b>	
09.30-11.30	<b>Development of e-learning in the Armed Forces</b> A practical workshop – Presentations of new Defense skin's	Norwegian University College and Edvantage Group (In Norwegian)
10.00-11.30	<b>ADL Partnership labs meeting</b> , invited participants only	
12.00-13.00	Welcome lunch	
13.00-13.30	<b>Keynote speaker</b> Introduction and opening ceremony	Rear Admiral Louise Kathrine D. Bastviken, CO NoD University College
13.30-14.00	<b>The future plan for ADL and M&amp;S in the armed forces</b>	Commanding Officer, NoD Defense Staff, INI
14.00-14.30	<b>Why technology, Why ADL</b>	Dr Dexter Fletcher- IDA, USA
14.30-15.00	Coffee and Exhibition	
15.00-15.30	<b>Merging gaming and learning – a good idea?</b>	James Xu, ADL Co Lab, USA
15.30-16.00	<b>Use of Games in Military Training in the UK</b>	Donald Clark – Line Communications – UK
16.00-16.30	Coffee and exhibition	
16.30-16.50	<b>Ship training using breakthrough gaming graphics</b>	Bill Cole, Vistis, Germany
16.50-17.20	<b>Why the Armed forces can't afford to skip the Training Need Analysis</b>	Charles Smith-Holland, Thrulife, UK
17.20	Admin remarks	NoD University College
17.20-18.00	Coffee and exhibition	
19.00-22.00	<b>Conference dinner in the Tropicana</b>	



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Time	Wednesday May 6th 2009	
08.30-09.15	<b>Learning - creation, not consumption</b>	Jonas Hultman, DNV, Sweden
09.15-10.00	<b>"GIS-Enabled Modeling and Simulation (GEMS) Terrain Agility"</b>	Warren Katz, MAK Technologies, USA
10.00-10.30	Coffee and Exhibition	
10.30-11.30	<b>A total mobile solution for both training and maintenance (English)</b>	Jens Petter Røren, Kongsberg Defense & Aerospace, Norway Stein Thore Johnsen, Ibruk, Norway
11.30-12.30	Lunch	
12.30-13.00	<b>Defence E-Learning Centres (DELIC) in the UK Armed Forces</b>	John Bruce, Logica, UK
13.00-13.30	<b>"Reference not Remember"</b> The utilise of Nintendo DS and Ipod's in training and learning	LtCol Chris Edwards, UK Army Commander of Educational and Training Services in the UK's 2nd Division
13.30-14.00	Coffee and exhibition	
14.00-14.30	<b>Planning, Creation and Management of SCORM compliant Learning material based on S1000D</b>	Sylvia Schwab, Corena, Norway
14.30-15.00	<b>Finally, an Authoring tool that likes S1000D</b> MiaX project – findings and results	Johan Botten, Mintra, Norway
15.15-16.00	Coffee and exhibition	
16.00-16.40	<b>"How to build a learning environment for flexible learning"</b>	Anne Swanberg, BI, Norway
16.40-17.00	Admin remarks	
19.30-	<b>Conference dinner</b>	



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Time	Thursday May 7th 2009	
08.30-09.00	<b>Simulator training with a pedagogical approach</b>	Per Eklund, Offshore Simulator Centre AS
09.00-09.30	<b>Competence management in Norwegian Defence and ADL</b>	LtCol Eystein Kvarving, NoD University College,
09.30-10.00	Coffee and Exhibition	
10.00-11.00	<b>It's time to bring education into the 21st century.?</b>	Arne Krokan, NTNU (In Norwegian)
11.00-11.30	<b>"Norwegian Defense New LMS on Internet"</b> Experiences from the Swedish Defence and a status report from NoD DLP unclassified project	Ramin Darisiro, NoD University College / ADL Office
11.30-12.30	<b>Farewell lunch</b>	

**Welcome to the NoD ADL Conference in 2010**

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Norwegian ADL Partnership Lab



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