

## General comments from the Danish companies

1. Learning needs and learning goals are very important and the point of departure and as an element of success. They relate very much learning to change
2. Community approach has a lot of benefit but companies should have a sharing mindset mainly because they are private companies
3. Produce material (mainly videos) is very expensive to produce.
4. They do not have process to curate material available on internet
5. They produce their own material to avoid copyrights issues and because the element of “fit” exactly the need that they have
6. The approach of FABO is very relevant for our project (template and resources for the companies)
7. They have a clear design process and in the case of FABO they are using a design thinking mindset or a human centered mindset
8. Work with real context – related the course with a real environment of the learner.
9. Keeping the human element still when it is online
10. They use journal maps to design the learning experience

We might create a kind of toolkit with those very key aspects to design Customized blended learning courses.