

# **The Adaptive Methods of Education in Language Learning**

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**Abstract.** This paper discusses how to develop and verify in practice the Methodology of Language Education on the Principles of Knowledge Management. The Methodology will consider the particularity of educated person and develop his / her Tacit and Explicit Knowledge. The Explicit Knowledge in the field of languages includes a formalized structure in form of the specified Grammar, Vocabulary etc. Pursuant to the Tacit Knowledge, we will determine and select the Grammar, Sentence-links and Vocabulary that will be used by the managers in their daily working routine. To achieve it, we will have to analyze the Knowledge Needs of the particular manager, his work habits and processes, as well as typical forms of interpersonal communication, as for example, by using the Mind Maps, Analyzing of Mental Processes (by Neuro-Linguistic Programming). After Analyzing his tacit Knowledge, he will be offered by Education, which complies with his needs.

## **1. Introduction**

The Adaptive Education is an actual issue, the processing, analysing of which and looking for some new methods or an effective combination of using methods, is a benefit for general public and will lead to development of further methodologies.

This paper looks at the Methodology of Language Education on the Principles of Knowledge Management. The Methodology will develop Tacit and Explicit Knowledge [1] of educated person and consider his / her particularity.

First of all, the Managers and Busy Adults that need foreign languages in their daily working routine and the direct system of education may represent a time burden for them, should be the target group of the education within the frame of this paper. Therefore, it is not sufficient for them to attend the standard language courses that are teaching about the “English, but they would need the “English”, which is related to their working duties.

## **2. Where Language Education meets Knowledge Management**

The interconnection between Language Education and Knowledge Management is based on analyzing the Explicit and the Tacit Knowledge [2]. We want to base on the terms and methods of Knowledge Management in this problem solution. The **Explicit Knowledge** in the field of languages includes a formalized structure in form of the specified Grammar in Use, Readings, Vocabulary, Writing and Listening according to the current knowledge level of educated person. Pursuant to the **Tacit Knowledge**, we will determine and select the Grammar, Sentence-links, Routine Phrases and Vocabulary (in the form of Glossary) that will be used by

the managers in their daily working routine.

As the managers, exhausted at work, are main target group of this paper, lack of time is exactly a typical feature for them. And time is the most important and the most precious for them. Thus, the need for Language Education with Minimum Time Investment and Maximum Knowledge Utilization is derived directly from the practice.

To meet this need is possible, just when selecting the subject matter into the concrete and tailored Syllabus, represented, for example, by a Glossary with the specific Phraseology, which is used in their daily practice, or Grammar on the base of the particular situations from their work-life, as well as the most frequent terms and phrases that are used in their daily work.

To create and prepare it with success, we will have to analyze the Knowledge Needs of a particular manager, his work habits and processes, as well as typical forms of interpersonal communication, as for example, by using the **Mind Maps** [3]. Herewith we obtain an overview, in which particular situations the manager is occurring, which problems must he solve, and how he needs to respond to these problems. After **Analysing his Tacit Knowledge**, he will be offered by Education, which complies with his needs.

An active co-operation is also expected in the Adaptive Education with the educated person, who gains the valuable Accomplishment of himself and his Knowledge, will be able to detect the tacit Knowledge in the language learning, which have a highly professional Character and is hidden in the subconsciousness (Intuition, Complex of Experiences etc.), for example by **Analysing of Mental Processes** [4] (by Neuro-Linguistic Programming) and their modification to the advanced Effectiveness.

Albert Einstein said [5]: „*The definition of Madness is to do the same thing repeatedly and expect the different results*“. Just by the innovation of educational methods, we want to obtain a creative view and practical way of human potential development.

### **3. The Specification of Tendencies and Goals, the Methods used by the Subject Processing**

**The aim** of this paper is to analyze existing methods of Adaptive Education and design, to implement and verify by the Instruments of Knowledge Management a Methodology that is based on the Information and Communication Technology, and enables an independent approach of an Individual by providing him with the Professional Oriented Knowledge and Tailored Time Optimizing. The goal is to achieve a respectable combination of the Tacit and Explicit Knowledge, their Quantifying and Analyzing [6].

The following results will be obtained by processing of an Overview of the **Current Global Forms** of Teaching foreign languages (with an Emphasis on English language):

- Comparison of their Quality
- Comparison of their Suitability for Adaptive Education

Overview of the Current Global Forms of Teaching Foreign Languages:

- Standard teaching materials with the various orientation (Handbooks of Publishing Houses Longman, Cambridge, Oxford and others)
- E-learning Form of Teaching:
- Selection of Software and Technical Equipment
- Determination of suitable Educational Content according to the Needs of a Student
- Learning in ALPHA STATE.

- Brain Characteristics, its functions and Way of Knowledge Embedding.
- Brain Phases and Brain Waves
- Selection of Technical Equipment
- Using the CALLAN METHOD for high-speed communication and Vocabulary, Widening, Listening to Records, Crumming the Whole Sentences.
- Superlearning, i. e. Super Study of Languages by Using the „Abnormal“ Methods.
- On – line Learning.
- Hybrid Form of Teaching
- Motivation Development (Inner)
- Using of Music for Learning Support
- Importance of Asking Questions

**Analysis of Student's and Lecturer's Experience with English language Courses** in the various forms of study and also by Survey and getting an Overview of the individual pedagogical and didactic approaches and their suitability for Individuals will follow.

The Use of Knowledge Management approaches for Specifying the **Tacit and Explicit knowledge** in the field of language learning and Assessment of their Suitability in order to develop the Methodology for Teaching the Individuals or Groups. The Explicit Knowledge in the field of foreign language study will be expressed by a formalized way. On the other hand the Tacit Knowledge will be discovered in the language study, which has a high-professional character and is hidden in the subconsciousness. (Intuition, Complex of Experience etc.).

The Development of Model **Methods of Adaptive Learning** pursuant to the General Methodology is as follows:

### **1. Basic Modules**

- Selection of General English, and English for Professionals etc.
- Development to the Level of Multi Usable Educational Objects

The Goal: First, the Student will determine the Field of Study, Intent to Study (General, Special), the Goal of Study, and pursuant to this Information, the Student is offered by a Module, which reflects his basic Focussing (Intent).

### **2. Series of Introductory Tests**

- Complete Student's Skills and Competence Testing.
- Analysis of his Way of Life, Work and Personal Habits
- Psychological Characteristics of Student

The Goal: To obtain a Student's profile from the language, professional and psychological point of view.

### **3. Using the Neuro-Linguistic Programming (NLP)**

- Practical Knowledge and Practices of Self-Improvement.
- The NLP Techniques in Human Potential Maximization.
- Complex of Knowledge, Skills and Habits, under which an Individual is responding to inner and outer impulses of the environment, in which he lives.
- The Recognition of Responses to Reality, Segregation of out-of-date and inefficient Reactions from the new ones. The Efficient Reactions are helpful in performing the expected Results.
- The Possibility for Personality Change.

- Analyzing the Successful Models (of People) „Learning by Success of the BEST“ (Models of people, who have learned a foreign language in very fast and good manner, elaborating their Ways and Forms of Education)

The Goal: A Student can obtain the valuable Knowledge by Analyzing Mental Processes and their Modification to a higher level of Activity that can be used in the most effective way in the several areas, including the Education [7] .

#### **4. Using Mind Maps**

- Mind Map is an excellent organizational instrument of our brain.
- It is a simply tool for penetrating the information into or from our brain.
- It represents a creative and effective way of taking notes in our mind, which is word for word “Mapping” our Reflections.
- They provide a Global View of a Subject or Field ( Language Education in our Case)
- They enable to plan Educational Progress, i.e. we know where we are and where we would like to be.
- They are collecting a great deal of data in one place.
- It is visually interpreting liaison between the separate information.

The Goal: A Student will learn to plan his time better by Mental Mapping (as for example time spent on Education), improve his organizational abilities, develop his ability to communicate, he is more creative, able to collect himself, remember more information and learn more effective (a specific foreign language).

#### **5. Creating Individual Plan of Study (the Curriculum) for an Individual, which will:**

- develop the tacit and explicit Knowledge of an Individual,
- embrace a regular (preferably day to day) conscious and unconscious Contact with the Language,
- and include the Use of Hybrid Forms (E-Learning, On-line Learning in Apha State, Accelerated Learning, Repetition of Entire Sentences, Lectures, Movies, Games etc.), by which a Student gets the Specific Knowledge that he needs.

The Goal: Because the actual Knowledge of Language consists in Development of Tacit and Explicit Knowledge of an Individual, the Student will obtain the exact and specific knowledge that he needs by the Individual Course (the Curriculum, the Plan of Study).

We will divide the Target Group into 3 types of Teaching:

- Group Teaching
- Company Teaching
- Individual Teaching

The mentioned points will be implemented into the Practice, and the Effectiveness of the Method offered for Educational Needs of Managers, will be verified.

The Results will be analyzed and the Adjustment of Methodology or that of its particular executed Applications, will be recommended.

## **4. Conclusions**

A Methodology will be designed and implemented by Instruments of Knowledge Management. The basic Background will be generated by practical Verification of Effectiveness of the Methodology and by Analyzing Results for a labor-exhausted Group of Managers and the Methods for Adaptive Education will be designed that offer an Individual Approach to each Individual, provide him with a professionally oriented Knowledge, put a factor of Effectiveness in his Time Investment into the Education and represent a suitable mix of the tacit and explicit Knowledge.

They will simultaneously represent a base for further Development of a Theory, which can build upon the existing Adaptive Methods of Education, to develop them and make them more effective.

To have an Information, it does not mean to have the Knowledge, which is necessary for the existing issues yet and to be able to use it really in the practice. The results are decisive for success.

The Teaching and Education Process is a vivid mechanism, which is liable to permanent changes. Stagnation in this case is impossible, because everything is based on development, i. e. when we stay without improvement and streamlining, even though we need not to become stagnant, but we will fall behind.

That is why it is necessary to research and move ahead the Methods of Education (even though they are known), because just the right Mix of them, can lead to an Improvement and Progress.

## **Index of Literature:**

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