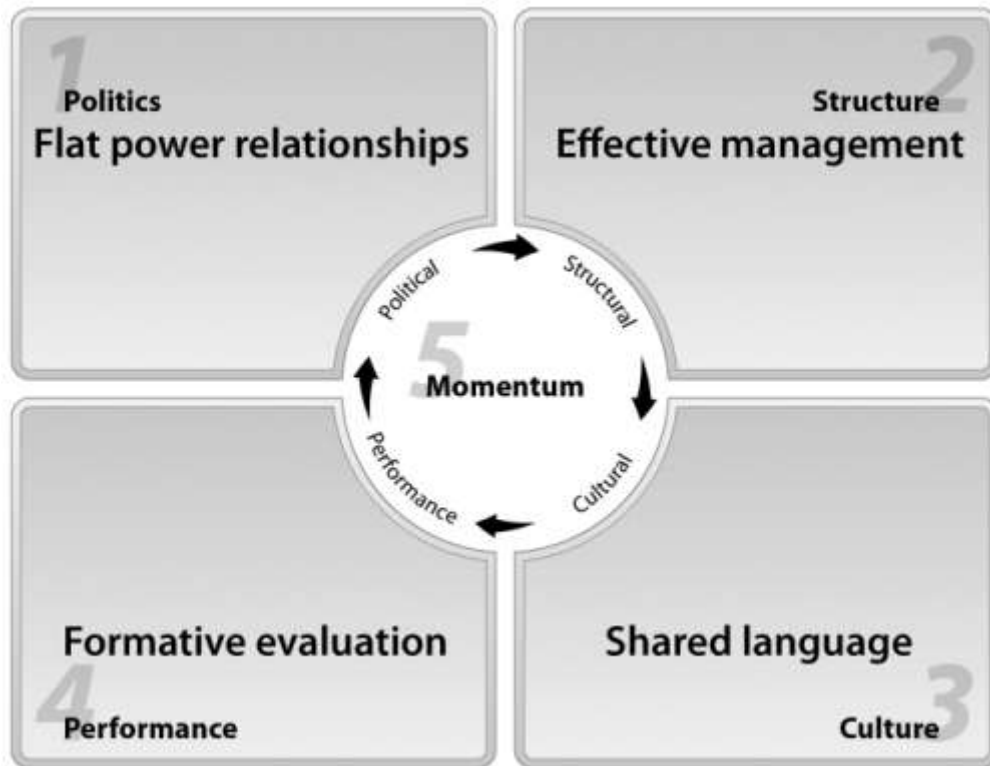


Aleckson's Five Factors of Micro-Collaboration

The following diagram is a visual representation of Jon Aleckson's research on *micro-collaboration*, or the interpersonal, mutually instructive workplace conditions that make high-quality, complex learning objects possible:



These five factors provide a framework for enabling micro-collaboration with instructor-experts. To put the framework into practice, consider the following questions:

1. How can upper management encourage flattening of power relationships with instructor-experts?
2. You are a professional- what is in your tool kit?
3. What is the level of your project management acumen?
4. What type of communication tools are you using to engage team members?
5. Is the instructor-expert involved with evaluating user testing results?
6. How do you spike project momentum and when?