Sustaining and Maintaining a Distributed Learning System: 
An Evergreening Model For DL

Dave Connal, MBA, B.Ed. Performx, Inc.
Rob Pearson, Ph.D. Performx, Inc.
Brian Corbett, Air Canada

One of the most important and challenging elements of a Distributed Learning System (DLS) is the process by which the system is kept fresh or "evergreened". Without current and relevant content, a distributed learning system will not be used by employees and, more importantly, will not be aligned with the business goals of the organization. A well designed evergreening process must sustain, maintain and continuously improve the DLS. The dynamic nature of a DLS therefore, is the most critical attribute of the system. It is the human not the technological aspects of the DLS that are key to the evergreening process. Without the participation of key stakeholders, a DLS becomes irrelevant -- ultimately leading to the dissemination of wrong information or information that does not get used at all.