
Practical Knowledge Management: A Model That Works

Gilbert J. B. Probst

Working with executives in several industries, the author has created a practical approach to knowledge management that has proved useful in a variety of organizations. This article discusses the eight building blocks on which this approach is based, from knowledge goals to knowledge acquisition to knowledge preservation. It also gives examples of successful knowledge management programs and notes possible pitfalls.

The goal of knowledge management is a practical one: to improve organizational capabilities through better use of the organization's individual and collective knowledge resources. These resources include skills, capabilities, experience, routines, and norms, as well as technologies.

Astonishingly, despite the now-solid consensus on the importance of knowledge or "intellectual capital" to every company's success, most companies actually manage knowledge very badly. Very few have clearly defined management roles, such as a Chief Knowledge Officer (CKO), or organizational structures for the management of knowledge as a resource. Few even have a shared knowledge language that allows efficient communication.

However, attention to knowledge management is growing. Companies are recognizing that they compete in increasingly knowledge-intensive markets. To thrive—and even to survive—they are forced to rethink the management of their organizational knowledge bases.

A Practical Model

To build a solid base for the development of a practical model of knowledge management, in June 1995 we founded the Swiss Forum for Organizational Learning and Knowledge Management at the University of Geneva. This Forum is a platform for practitioners who consider knowledge a strategic resource and a central tool for protecting their competitiveness. One of the activities of the Forum has been to hold theme-oriented roundtables (organized by the Geneva Knowledge Group) addressing such knowledge-related topics as strategy, training, and global knowledge networks.

Practical Knowledge Management

Guillaume Favre



Practical Knowledge Management:

Knowledge Management Jennifer A. Bartlett, 2021-05-15 While librarians and information professionals are experts at providing resources to users managing their own internal working knowledge and information can be a challenge As information environments continue to become more complex librarians and other information professionals must build on the existing expertise and skills within their organizations to keep them relevant to the information needs of their patrons and communities Knowledge management KM is an intentional set of strategies intended to capture preserve and use human knowledge from employees to further the goals of an organization Knowledge Management A Practical Guide for Librarians will help librarians recognize organize communicate and leverage both the tacit and explicit knowledge already in their organizations for the benefit of themselves and their users Topics covered include Why knowledge management is important in libraries and information organizations The knowledge management lifecycle capturing organizing storing sharing and updating knowledge Capturing tacit and explicit knowledge and getting staff buy in Tools and methods for recording and developing organizational information flow Facilitating the transfer of organizational knowledge and expertise Promoting knowledge innovation and learning Knowledge Management is intended to help individual librarians and library managers in all library settings academic public school special etc to think critically about their existing knowledge management environments with an eye toward improving existing procedures or implementing a KM program This guide will provide readers with basic background information and useful targeted exercises and examples to help them develop knowledge management programs in their own organizations

Learning to Fly, with free online content Chris Collison, Geoff Parcell, 2004-12-27 Today no one is nor can be an expert in everything In every challenge it is easy to feel that you don't know enough to keep up with the accelerating pace of change inside our organisations let alone the world outside Start with the assumption that somebody somewhere has already done what you are trying to do How can you find out whom and learn from them Learning to Fly shows exactly how to put knowledge management theory into practice sharing the tools used and the experience and insights gained by two leading practitioners Completely updated for the second edition Learning to Fly shares the authors experiences from BP and other leading knowledge organisations and incorporates new material on implementation and best practice including free online resources Chris Collison and Geoff Parcell show how new ideas and tools are making working and learning inseparable Peter Senge

The Knowledge Management Toolkit Amrit Tiwana, 2000 This manual will enable the user to identify the changes that need to be made in order to leverage the company's intellectual capital and to bring about the processes infrastructure and organizational procedures that will enable you to build and use your corporate knowledge base

Principles of Knowledge Management Eliezer Geisler, Nilmini Wickramasinghe, 2015-03-26 This text provides a comprehensive introduction to the new field of knowledge management It approaches the subject from a management rather than a highly technical point of view and provides students with a state of

the art survey of KM and its implementation in diverse organizations The text covers the nature of knowledge tacit and explicit the origins and units of organizational knowledge and the evolution of knowledge management in contemporary society It explores the implementation and utilization of knowledge management systems and how to measure their impact outputs and benefits The book includes a variety of original case studies that illustrate specific situations in which the absence or existence of knowledge management systems has been crucial to the organization s actions Charts and figures throughout help clarify more complex phenomena and classifications and each chapter includes review questions and a comprehensive index

The Practical Knowledge Management Series ,1999 Knowledge Management Peter Massingham,2019-10-07 An overview of what knowledge management is the theoretical basis behind it and practical insights into how it can be implemented effectively in a professional setting Starting with a discussion of how knowledge management has evolved how it adds value for organisations and how it s success can be measured The book then covers best practice and the key activities associated with doing knowledge management including knowledge strategy managing knowledge loss and knowledge sharing Finishing with a discussion of knowledge management s role in international business and what future developments are expected in the field Practical insights are drawn from around the world with case studies such as how NASA forgot how to send a man to the Moon Acer The smiling Asian tiger and why Saudi Arabia s experts do not learn from overseas experts The book is supported by online resources for lecturers and students including PowerPoint slides an instructor s manual access to SAGE journal articles and scorecards for measuring usefulness of knowledge management tools Suitable reading for undergraduate and postgraduate business and management students on knowledge management organizational learning modules

Knowledge Management in Theory and Practice, second edition Kimiz Dalkir,2011-03-04 A comprehensive text and reference provides both substantive theoretical grounding and pragmatic advice on applying key concepts The ability to manage knowledge has become increasingly important in today s knowledge economy Knowledge is considered a valuable commodity embedded in products and in the tacit knowledge of highly mobile individual employees Knowledge management KM represents a deliberate and systematic approach to cultivating and sharing an organization s knowledge base It is a highly multidisciplinary field that encompasses both information technology and intellectual capital This textbook and professional reference offers a comprehensive overview of the field of KM providing both a substantive theoretical grounding and a pragmatic approach to applying key concepts Drawing on ideas tools and techniques from such disciplines as sociology cognitive science organizational behavior and information science the text describes KM theory and practice at the individual community and organizational levels It offers illuminating case studies and vignettes from companies including IBM Xerox British Telecommunications JP Morgan Chase and Nokia This second edition has been updated and revised throughout New material has been added on the information and library science perspectives taxonomies and knowledge classification the media richness of the knowledge sharing channel e learning social networking

in KM contexts strategy tools results based outcome assessments knowledge continuity and organizational learning models KM job descriptions copyleft and Creative Commons and other topics New case studies and vignettes have been added and the references and glossary have been updated and expanded **Learning to Fly**, 2010 *The Essentials of Knowledge Management* John S. Edwards, 2016-04-29 This book reviews the field of Knowledge Management taking a holistic approach that includes both soft and hard aspects It provides a broad perspective on the field rather than one based on a single viewpoints from Computer Science or Organizational Learning offering a comprehensive and integrated conception of Knowledge Management The chapters represent the best Knowledge Management articles published in the 21st century in Knowledge Management Research Practice and the European Journal of Information Systems with contributors including Ikujiro Nonaka Frada Burstein and David Schwartz Most of the chapters contribute significantly to practise as well as theory The OR Essentials series presents a unique cross section of high quality research work fundamental to understanding contemporary issues and research across a range of Operational Research topics It brings together some of the best research papers from the highly respected journals of the Operational Research Society also published by Palgrave Macmillan

Practical Knowledge Management Wendi Pohs, Gayle Thiel, Seth Earley, 2001 This book defines the Lotus Knowledge Discovery System concepts at a high level and then makes the business case for implementation in large corporations by showing how each Knowledge Discovery System might be used It can be used by chief technology officers CTOs chief information officers CIOs consultants and practitioners including administrators of various types who are interested in developing and supporting Knowledge Management solutions within a corporation Hands on users of the Lotus Knowledge Discovery System components including corporate librarians and knowledge management evangelists will also find practical information in the book *Practical Aspects of Knowledge Management* Takahira Yamaguchi, 2008-12-08 The biennial PAKM Conference Series offers a communication platform and meeting ground for practitioners and researchers involved in developing and deploying advanced business solutions for the management of knowledge in ganizations PAKM is a forum for people to share their views exchange ideas develop new insights and envision completely new kinds of knowledge mana ment solutions PAKM2008 the 7th International Conference on Practical Aspects of Knowledge Management was held in Yokohama Japan for the rst time Although all past PAKM conferences were held in Europe Basel and Vienna the PAKM Steering Committee decided two years ago that the PAKM conferences should be on tour it should be organized by different people and be hosted in different places all over the world For this year s conference we received 62 submissions from 23 countries and 3 reviewers were assigned to one paper from the members of the Program Committee and the additional reviewers Thus 23 good papers were selected They cover a great variety of approaches to knowledge management which tackle the topic from many different angles It is this very diversity that makes PAKM unique while at the same time focusing on the one issue of managing knowledge within organizations Many people were involved in setting up PAKM 2008 We would like to express our warm

thanks to everybody who contributed to making it a success

Practical Approach to Knowledge Management Pascale Tanios Tabet, American University of Beirut. Faculty of Engineering and Architecture. Engineering Management Program, 2002

Practical Knowledge Management, 2013

Methods, Tools and Techniques for Practical Knowledge Management, 1999

Knowledge Management Practice in Organizations: The View from Inside de Stricker, Ulla, 2014-02-28

Knowledge management can be a powerful tool if successfully implemented into an organizational structure

Uncovering the latest methods tools trends and strategies in organizational knowledge management should be a priority for individuals working in a variety of industries

Knowledge Management Practice in Organizations The View from Inside brings together industry experts to discuss the realities of knowledge management work in organizations

Examining the challenges associated with operational knowledge management this work provides insight into the day to day practice of knowledge management in real life settings

Organizational leaders and professionals librarians students and researchers will find this publication to be an essential tool in understanding knowledge management implementation

Practical Knowledge Management in Achieving Better Outcomes for the Thai Software Business Vichai Chivangkul, 2006

This research portfolio consists of three linked research papers aiming to show that knowledge management initiatives can play an important role in achieving practical outcomes and enhancing the competitive advantage of business enterprises

Research paper 1 Knowledge management literature review

Research paper 2 A multiple case study of knowledge management practices in Thai software development companies

Research paper 3 Implications of business outcomes and knowledge sharing behaviours for the Thai software business

Practical Knowledge Management Methods UNICOM Seminars, 1998

Designing Knowledge Management-Enabled Business Strategies Sanjay Mohapatra, Arjun Agrawal, Anurag Satpathy, 2016-07-13

This book provides a practical approach to designing and implementing a Knowledge Management KM Strategy

The book explains how to design KM strategy so as to align business goals with KM objectives

The book also presents an approach for implementing KM strategy so as to make it sustainable

It covers all basic KM concepts components of KM and the steps that are required for designing a KM strategy

As a result the book can be used by beginners as well as practitioners

Knowledge management is a discipline that promotes an integrated approach to identifying capturing evaluating retrieving and sharing all of an enterprise's information assets

These assets may include databases documents policies procedures and previously un captured expertise and experience in individual workers

Knowledge is considered to be the learning that results from experience and is embedded within individuals

Sometimes the knowledge is gained through critical thinking watching others and observing results of others

These observations then form a pattern which is converted in a generic form to knowledge

This implies that knowledge can be formed only after data which is generated through experience or observation is grouped into information and then this information pattern is made generic wisdom

However dissemination and acceptance of this knowledge becomes a key factor in knowledge management

The knowledge pyramid

represents the usual concept of knowledge transformations where data is transformed into information and information is transformed into knowledge Many organizations have struggled to manage knowledge and translate it into business benefits This book is an attempt to show them how it can be done *Knowledge Management* Carla S. O'Dell,Susan Elliott,Cindy Hubert,2000 Publisher Provided Annotation This book provides readers with a comprehensive understanding of the components of a successful knowledge management program Based on years of research examining leading edge organizations and supported by examples of best practices and tips from actual practitioners this book will guide readers through their own knowledge management endeavors It provides mechanisms to gauge current status understand the components of a successful knowledge management initiative and determine how to proceed What others are saying about Knowledge Management A superbly pragmatic guide for addressing the vital issues involved in implementing a knowledge management strategy Melissie Rumizen Buckman Laboratories This is a straightforward well written guide to understanding what knowledge management is and how to use it to get results Sam Ireland American Red Cross If you have grown weary of abstract discussions and theory about knowledge management you will do well to read this guide of practical steps to achieving a working level capability to put knowledge into action Dan Holtshouse Xerox Corp From beginners to the most experienced this books helps guide you along your KM journey It s clearly a must read for anyone involved in knowledge management Jerry Garcia Northop Grumman Corp *Knowledge Management* Irma Becerra-Fernandez,Rajiv Sabherwal,2014-12-05 This text serves as a complete introduction to the subject of knowledge management KM incorporating technical and social aspects as well as concepts practical examples traditional KM approaches and emerging topics

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