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# **CRITICAL KNOWLEDGE TRANSFER**

**TOOLS FOR  
MANAGING  
YOUR COMPANY'S  
DEEP SMARTS**

**DOROTHY LEONARD • WALTER SWAP • GAVIN BARTON**

# Critical Knowledge Transfer Tools For Managing Your Company's Deep Smarts

**Patrick Lambe**



## **Critical Knowledge Transfer Tools For Managing Your Companys Deep Smarts:**

Critical Knowledge Transfer Dorothy Leonard-Barton, Walter C. Swap, Gavin Barton, 2015 Addressing the critical issue of knowledge transfer within an organization this book offers practical advice on how to structure the transition of documented information and the even more valuable non documented knowledge that outgoing staffers have before it leaves with them

**Critical Knowledge Transfer** Dorothy Leonard, 2014 How to transfer your organization s most important knowledge before it walks out the door When highly skilled subject matter experts engineers and managers leave their organizations they take with them years of hard earned experience based knowledge much of it undocumented and irreplaceable Organizations can thereby lose a good part of their competitive advantage The tsunami of boomer retirements has created the most visible urgent need to transfer such knowledge to the next generation But there is also an ongoing torrent of acquisitions layoffs and successions not to mention common *Ambidextrous Global Strategy in the Era of Digital Transformation* Young Won Park, 2022-11-22 This book deals with the importance of ambidexterity in innovation activities and global strategies Ambidextrous global strategy AGS is crucial for global firms in the turbulent twenty first century Here AGS is defined as simultaneous achievements of global integration and local adaptation or responsiveness through utilization of a firm s core facilities and organizational capabilities To illustrate the specific implementation mechanism a framework of AGS with global market strategy and organizational capability is shown for the purpose of analysis There is also a focus on effective ambidextrous business strategies for the digital transformation era Distinctive features of the book include first a framework of ambidextrous innovation and AGS Second there are analyses of examples of many industries to implement ambidexterity strategies including Korean shipbuilding firms Korean and Japanese steel firms LCD panel flat glass manufacturers Japan s trucking industry agricultural corporations and other Japanese manufacturing firms Finally the book focuses on effective ambidextrous business strategies for the digital transformation era with the integration of open and closed innovation The book presents specific business strategies for survival in the digital transformation era and then suggests an architectural analysis using artificial intelligence AI for the realization of AGS The target readership is made up of academics students and practitioners in the areas of global management organizational theory and strategic management Especially for those readers the book clarifies the critical practices and business strategies of innovative global firms in the era of digital transformation **The Knowledge Café** Benjamin Anyacho, 2021-07-06 Knowledge Caf is a process for sharing information whether face to face or virtual This popular and practical knowledge management tool supports a culture where projects and innovation thrive The Knowledge Caf is a mindset and environment for engaging discussing and exchanging knowledge within a group either face to face or virtually At the caf participants can discuss hard to solve project issues or resolve a family or community crisis This metaphorical town square supports knowledge circulation and rejuvenation and increases its velocity making it a breeding ground for innovation The aha moments at one Knowledge Caf

can match the benefits of multiple conferences workshops and training put together When knowledge management KM is part of an organization s culture performance improves collaboration increases and the competitive advantage accelerates No one can force knowledge transfer We must create the right environment where knowledge is freely shared rewarded and fun This book demonstrates why the Knowledge Caf is such an effective KM tool and shows how to design optimal caf experiences and increase learning agility The premium on knowledge and agility has never been greater This book offers a technique for managing knowledge toward the greater good Tips templates practical and relatable experiences case studies and examples of knowledge brokers creators and sharers across cultures are sprinkled throughout the book to show how the caf interfaces with other KM techniques and in different work and project spaces *ICMLG 2018 6th International Conference on Management Leadership and Governance* Dr Vincent Ribiere,2018-05-24 These proceedings represent the work of researchers participating in the 6th International Conference on Management Leadership and Governance ICMLG 2018 which is being hosted this year by the Institute for Knowledge and Innovation Southeast Asia IKI SEA a Centre of Excellence of at Bangkok University Thailand on 24 25 May 2018 ECKM 2019 20th European Conference on Knowledge Management 2 VOLS Dr. Eduardo Tomé,2019-09-05 **Knowledge Management in Theory and Practice, fourth edition** Kimiz Dalkir,2023-05-09 This thoroughly revised fourth edition of the leading knowledge management KM textbook offers a comprehensive and accessible overview of the theory and practice of KM Today s knowledge driven economy raises the stakes for organizations and individuals whose success depends on the effective management of information and knowledge Knowledge is an asset that is not always easily tapped especially when embedded in products and in the tacit understanding of highly mobile individual employees Knowledge management KM represents a deliberate and systematic approach to cultivating and sharing an organization s knowledge base This thoroughly revised new edition of the leading knowledge management textbook offers a comprehensive and accessible overview of the theory and practice of KM Drawing on ideas tools and techniques from such disciplines as sociology cognitive science organizational behavior and information science it serves as an invaluable resource for students and researchers across information sciences business education and communication Global in scope and updated to reflect the maturing field this fourth edition emphasizes optimizing KM and measuring its success and impact in meaningful ways Fourth edition highlights Comprehensively updated to integrate the latest theories practices and technologies in KM Discusses not only how to implement but how to sustain successful KM strategies and systems in the long term Includes new coverage of KM governance and the KM ISO standard introduced in 2018 Features detailed real world vignettes and a wealth of instructor resources including slides and solutions *The Wise Company* Ikujiro Nonaka,Hiroataka Takeuchi,2019-09-13 High velocity change is the fundamental challenge facing companies today Few companies however are prepared to continuously innovate because they focus on the short term and do not emphasize the wisdom needed to make sure that their interests are aligned with those of society Practical wisdom is the

bases of continuous innovation where companies ceaselessly and repeatedly creating new knowledge disseminating it throughout the organization and converting knowledge to action over time In *The Wise Company* legendary management experts Ikujiro Nonaka and Hirotaka Takeuchi highlight how various companies have confronted the challenge of rapid change to create new products and new ways of doing business that benefit employees consumers and society The key a relentless self renewal process where companies realize the future they envisions rather than only responding to changes in the environment Nonaka and Takeuchi argue that while knowledge creating companies focusing on tacit and explicit knowledge can generate innovation they cannot create it on a continuous and ongoing basis without having wisdom about human interactions and how they influence organizational structures and practices Companies that have resilience longevity and sustainability share a number of characteristics Nonaka and Takeuchi show Strategies are based on alignment of organizational and societal benefits Leaders grasp the core of any situation or problem quickly and intuitively comprehend the nature and meaning of people things and events But wise leadership is not enough wisdom must infuse the organization through informal as well as formal shared interactions and communications that focus on metaphors and stories that convey the essence and meaning of strategies and actions In short Nonaka and Takeuchi demonstrate how continuous innovation results from companies ceaselessly and repeatedly creating new knowledge disseminating knowledge throughout the organization and converting that knowledge to action The Wise Company presents a new model of knowledge creation and practice for the twenty first century

Principles of Knowledge Auditing Patrick Lambe, 2023-05-02 A comprehensive theoretical and practical guide to the operating principles of knowledge auditing illustrated with numerous case studies A knowledge audit provides an at a glance view of an organization s needs and opportunities Its purpose is to improve an organization s effectiveness through a better understanding of the dynamics and levers of knowledge production access and use However this developing field is hampered by the lack of a common language about the origins and nature of knowledge auditing In *Principles of Knowledge Auditing* Patrick Lambe integrates the theory and practices of the field laying out principles and guidelines for a clearer and more pragmatic approach to knowledge auditing that makes it more accessible to practitioners and researchers Lambe examines knowledge auditing in the context of the development of communications information and knowledge management in the twentieth century He critiques and clarifies ambiguities in how knowledge audits are approached and described as well as how the results are conveyed within organizations He discusses the benefits and risks of knowledge management standards Knowledge auditors he says need a common frame of reference more than they need standards Standards have their uses but they provide only markers and sign posts and are poor representations of the richness of the landscape He concludes with a set of guiding principles for practitioners

*Knowledge Management in Theory and Practice, third edition* Kimiz Dalkir, 2017-12-22 A new thoroughly updated edition of a comprehensive overview of knowledge management KM covering theoretical foundations the KM process tools and professions 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. This textbook and professional reference offers a comprehensive overview of the field. Drawing on ideas, tools, and techniques from such disciplines as sociology, cognitive science, organizational behavior, and information science, it describes KM theory and practice at the individual, community, and organizational levels. Chapters cover such topics as tacit and explicit knowledge, theoretical modeling of KM, the KM cycle from knowledge capture to knowledge use, KM tools, KM assessment, and KM professionals. This third edition has been completely revised and updated to reflect advances in the dynamic and emerging field of KM. The specific changes include extended treatment of tacit knowledge, integration of such newer technologies as social media, visualization, mobile technologies, and crowdsourcing; a new chapter on knowledge continuity with key criteria for identifying knowledge at risk; material on how to identify, document, validate, share, and implement lessons learned and best practices; the addition of new categories of KM jobs; and a new emphasis on the role of KM in innovation. Supplementary materials for instructors are available online.

*Engineering Management* C. M. Chang, 2016-11-25

*Engineering Management: Meeting the Global Challenges* prepares engineers to fulfill their managerial responsibilities, acquire useful business perspectives, and take on the much-needed leadership roles to meet the challenges in the new millennium. Value addition, customer focus, and business perspectives are emphasized throughout. Also underlined are discussions of leadership attributes, steps to acquire these attributes, the areas engineering managers are expected to add value, the web-based tools which can be aggressively applied to develop and sustain competitive advantages, the opportunities offered by market expansion into global regions, and the preparations required for engineering managers to become global leaders. The book is organized into three major sections: functions of engineering management, business fundamentals for engineering managers, and engineering management in the new millennium. This second edition refocuses on the new strategy for science, technology, engineering, and math (STEM) professionals and managers to meet the global challenges through the creation of strategic differentiation and operational excellence. Major revisions include a new chapter on creativity and innovation, a new chapter on operational excellence, and combination of the chapters on financial accounting and financial management. The design strategy for this second edition strives for achieving the T-shaped competencies with both broad-based perspectives and in-depth analytical skills. Such a background is viewed as essential for STEM professionals and managers to exert a strong leadership role in the dynamic and challenging marketplace. The material in this book will surely help engineering managers play key leadership roles in their organizations by optimally applying their combined strengths in engineering and management.

Knowledge Management and Research Innovation in Global Higher Education Institutions Jones-Esan, Lawrence J., Nadda, Vipin, Albright, Kendra S., 2022-12-29

Research and knowledge management are important to higher

education institutions as a means of improving their operations The rapid growth of data and technologies triggers data transformation into useful information known as knowledge Nowadays people are aware of the worth of knowledge and the methods used to obtain recognize capture save and leverage it so that knowledge can be shared without losing it Effective knowledge management programs identify and leverage the know how embedded in work with a focus on how it will be applied The challenge in knowledge management is to make the right knowledge available to the right people at the right time Knowledge Management and Research Innovation in Global Higher Education Institutions investigates the cultural financial and social factors affecting research and knowledge management in higher education institutions It considers the strategic decisions made by university administrators and the adoption of decisions made by individual staff members The book further describes the factors found to affect the implementation and practice of knowledge management in educational institutions Covering topics such as social development knowledge systems and developing economies this premier reference source is an excellent resource for faculty administrators and students of higher education librarians sociologists economists government officials researchers and academicians

**HBR Guides to Performance Management Collection (4 Books) (HBR Guide Series)** Harvard Business Review, Mary Shapiro, 2017-11-14 If you manage a team you need to be able to

measure and manage their performance From establishing a performance review cycle and building toward your year end assessment to providing individual feedback and coaching and establishing group cohesion and accountability this collection teaches you the skills you need to inspire your team to greater success This specially priced four volume set includes books from the HBR Guide series on the topics of Performance Management Coaching Employees Delivering Effective Feedback and Leading Teams You ll learn how to Set and adapt employee and team goals Assess performance fairly Coach your employees through tough situations React calmly if someone gets defensive when you deliver feedback Create plans for individual development Rethink how you use performance ratings Avoid burnout on your team Foster group camaraderie and cooperation Hold your team accountable Arm yourself with the advice you need to succeed on the job with the most trusted brand in business Packed with how to essentials from leading experts the HBR Guides provide smart answers to your most pressing work challenges

*TDBoKTM Guide* Association for Talent Development, 2024-03-05 The Definitive Resource for the Talent Development Profession The TDBoK Guide Talent Development Body of Knowledge second edition is a comprehensive collection of TD concepts definitions methodologies and examples that lays the foundation and guiding principles for those who develop talent in the workplace Created by the Association for Talent Development ATD this reference sets the gold standard for the learning and talent development profession The first iteration of the TDBok was made available in 2020 through an ATD subscription product ATD is delighted to present this updated and revised edition in book format Grounded in and offering a deep dive of ATD s Talent Development Capability Model the TDBoK Guide goes beyond the core foundational aspects of training and development and supports the approach that to be most effective TD

professionals need to develop personal and professional capabilities to impact organizational capability. Covering the TD field's 23 key disciplines or capability areas, the TDBoK Guide is divided into three sections that align with the Capability Model's three domains: personal, professional, and organizational. This second edition, developed by ATD in partnership with industry expert Elaine Biech, includes comprehensive updates based on feedback from the field, more than 100 subject matter expert contributors, and curated perspectives from thousands of publications. For those preparing to obtain certifications offered by ATD, ATD's certification programs, the Associate Professional in Talent Development (APTD) or the Certified Professional in Talent Development (CPTD), the TDBoK Guide also serves as a helpful resource for exam preparation. ATD's TDBoK Guide is the differentiator for the field, a resource that every TD professional needs to grow in their careers today and in the future.

Harvard Business Review Guides Ultimate Boxed Set (16 Books) Harvard Business Review, Nancy Duarte, Bryan A.

Garner, Mary Shapiro, Jeff Weiss, 2019-02-26. How to guides to your most pressing work challenges. This 16-volume specially priced boxed set makes a perfect gift for aspiring leaders looking for trusted advice on such diverse topics as data analytics, negotiating, business writing, and coaching. This set includes: Persuasive Presentations, Better Business Writing, Finance Basics, Data Analytics, Building Your Business Case, Making Every Meeting Matter, Project Management, Emotional Intelligence, Getting the Right Work Done, Negotiating, Leading Teams, Coaching Employees, Performance Management, Delivering Effective Feedback, Dealing with Conflict, Managing Up and Across. Arm yourself with the advice you need to succeed on the job with the most trusted brand in business. Packed with how-to essentials from leading experts, the HBR Guides provide smart answers to your most pressing work challenges. **Strategy, Power and CSR** Santiago García-Álvarez, Connie

Atristain-Suárez, 2020-07-24. In today's global and complex environment, traditional views towards organizational management are not enough for businesses to thrive. It's only by bringing together different approaches can management styles develop fast enough to keep pace with the ever-changing big picture. *Leading for the Future* Joe

Mutizwa, 2017-05-12. Leading for the Future is a wakeup call for leaders to escape from rear-view mirror driving and to get out of the comfort zones of the present so that they can shape the future of their organizations, which is their greatest

responsibility. A compelling account of the essence of navigating change and transformation. **Communities Of**

**Innovation: How Organizations Harness Collective Creativity And Build Resilience** Patrick Cohendet, Madanmohan Rao, Ruiz Emilie, Benoit Sarazin, Laurent Simon, 2021-04-12. This is a landmark study that tackles an important black box in innovation studies, i.e., communities of innovation. While conventional work focuses on formal organizations, a select group of academic leaders highlights the various communities that cut across firms and form the vital underground for processes of creativity and ideation. While targeted toward business and management, this volume is a must-read for all social scientists interested in the dynamics underlying the current knowledge economy. *Journal of Economic Geography*. This book describes the important role played by communities in innovation processes and how organizations can benefit from it. A community



brings together individuals who share a common passion for a given area of knowledge and can contribute to innovation at different levels capitalization of good practices problem solving sharing of expertise or development of new and creative ideas The literature has progressively identified many variants of communities such as communities of practice epistemic communities communities of interest virtual communities etc These forms of communities differ regarding the type of the specialized activities of knowledge on which they focus As practitioners and academics increasingly emphasized the needs of collaborative approaches in innovation they progressively challenged the traditional idea that innovation is mainly generated by hierarchical corporate departments and highlighted the active role that communities play in innovation processes The aim of this book is to shed light using multiple examples on the proactive and fundamental role of communities in the new innovation practices of organizations

University Corporate Social Responsibility and University Governance Deborah C. Poff, 2022-05-03 This book provides new and original research on the purpose and functions of universities from the perspective of corporate social responsibility It addresses professional ethics questions that relate to universities as corporate citizens Divided into two sections the book starts out with an examination of the concept of universities It explores the differences between historic and contemporary universities the history and nature of university governance the role of higher education and the problem of domination and subjugation in a management context The second section looks at the faculty the students and the role of spirituality in the university and research It examines such themes as the nature of faculty and professors faculty as change agents diversity inclusivity and incivility academic integrity citizenship of students and ethical responsibility of researchers The book calls on the expertise from both the fields of business and professional ethics and university management and leadership It approaches the subject from an interdisciplinary perspective

*HBR's 10 Must Reads on Creative Teams Collection (7 Books)* Harvard Business Review, Clayton M. Christensen, Indra Nooyi, Marcus Buckingham, Adam Grant, 2020-12-08 Ignite the creative spark within your team For your company to stand out in today's competitive environment you need to be original You need to have fresh ideas exciting products and offerings and a willingness to experiment And that starts at the team level HBR's 10 Must Reads for Creative Teams Collection provides expert advice on how to foster curiosity encourage better collaboration and use design thinking to change the way you brainstorm test and execute new ideas Included in this seven book set are HBR's 10 Must Reads on Creativity HBR's 10 Must Reads on Teams HBR's 10 Must Reads on Collaboration HBR's 10 Must Reads on Building a Great Culture HBR's 10 Must Reads on Design Thinking HBR's 10 Must Reads on Managing People HBR's 10 Must Reads on Managing People Vol 2 The collection includes seventy articles selected by HBR's editors from renowned thought leaders including Marcus Buckingham Adam Grant Francesca Gino and Indra Nooyi plus the indispensable article How Pixar Fosters Collective Creativity by Ed Catmull With HBR's 10 Must Reads for Creative Teams Collection you can break free from the usual and capitalize on originality HBR's 10 Must Reads paperback series is the definitive collection of books for new and experienced leaders alike

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## **Critical Knowledge Transfer Tools For Managing Your Companys Deep Smarts** Book Review: Unveiling the Power of Words

In a world driven by information and connectivity, the energy of words has be more evident than ever. They have the capacity to inspire, provoke, and ignite change. Such may be the essence of the book **Critical Knowledge Transfer Tools For Managing Your Companys Deep Smarts**, a literary masterpiece that delves deep into the significance of words and their impact on our lives. Compiled by a renowned author, this captivating work takes readers on a transformative journey, unraveling the secrets and potential behind every word. In this review, we shall explore the book is key themes, examine its writing style, and analyze its overall affect readers.

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## Critical Knowledge Transfer Tools For Managing Your Companys Deep Smarts Introduction

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