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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

**Dorothy Leonard, Walter C. Swap**



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

**Critical Knowledge Transfer** Dorothy Leonard, Walter C. Swap, 2014-11-11 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 commonplace promotions and transfers all of which involve the loss of essential expertise Dorothy Leonard and Walter Swap first addressed this acute loss of knowledge in their groundbreaking book *Deep Smarts* 2005 Since then managers have repeatedly asked them for practical proven techniques that will help transfer those deep smarts the organization's critical experience based knowledge before it's too late Now with coauthor Gavin Barton the authors share a comprehensive approach to doing just that Based on original research numerous interviews with top managers and a wide range of corporate examples *Critical Knowledge Transfer* provides a variety of practical options for identifying your firm's deep smarts and transferring that intelligence from experts to successors *Critical Knowledge Transfer* will enable managers to Determine the seriousness of their knowledge loss Identify the deep smarts essential to their business Utilize proven techniques for transferring knowledge when its loss is imminent Identify and implement long term transfer program apprenticeships Set up individual learning plans for successors Assess the success of their knowledge transfer initiatives This book is essential reading for anyone managing talent in today's volatile environment

*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

*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 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 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 **ECKM 2019 20th European Conference on Knowledge Management 2 VOLS** Dr. Eduardo Tomé,2019-09-05

**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 Hiroataka 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 envision 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 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

**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

**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

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