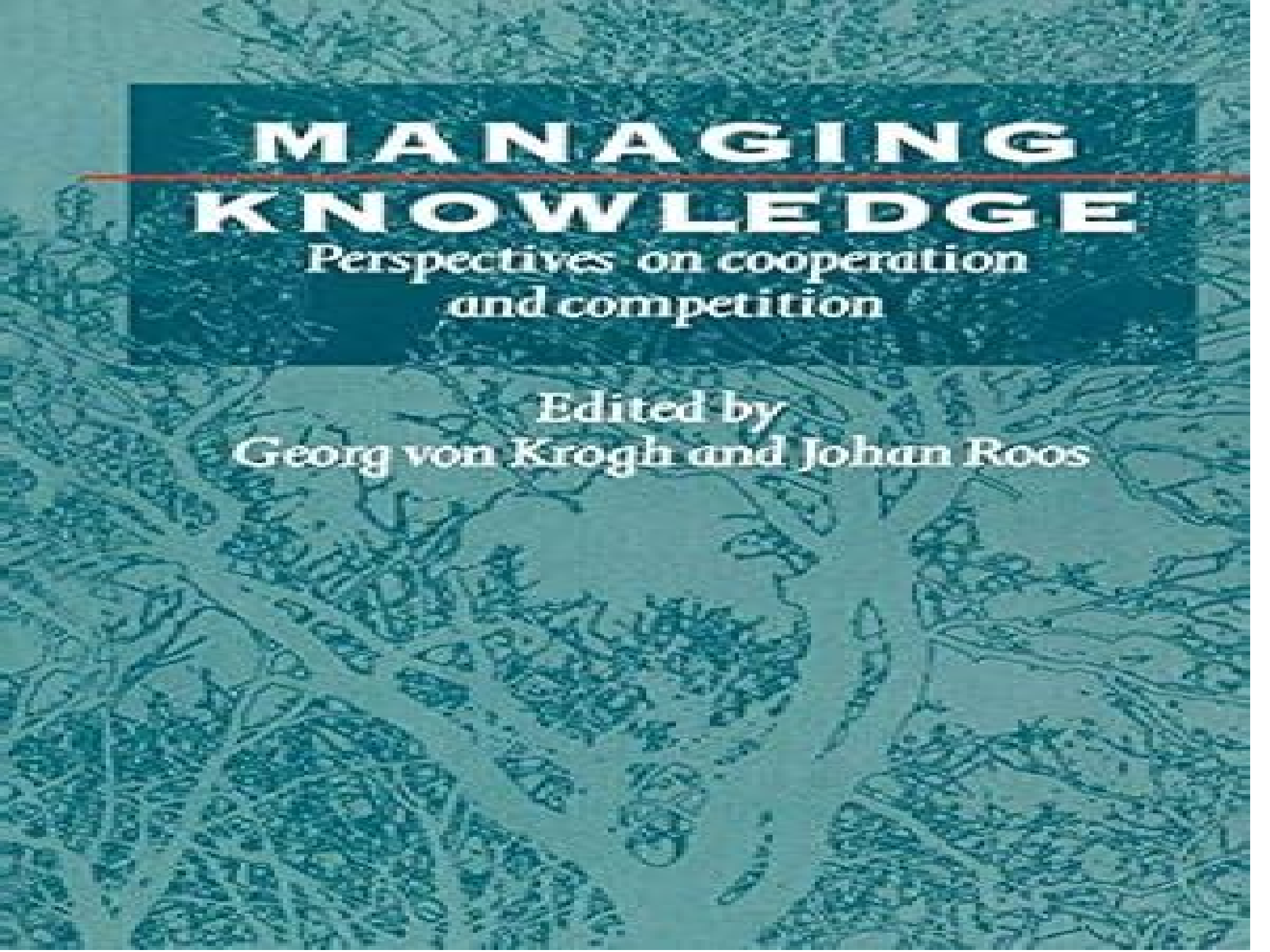




MANAGING KNOWLEDGE

Perspectives on cooperation
and competition

Edited by
Georg von Krogh and Johan Roos

Managing Knowledge Perspectives On Cooperation And Competition

Michael Gibbert



Managing Knowledge Perspectives On Cooperation And Competition:

Managing Knowledge Georg von Krogh, Johan Roos, 1996-10-28 Using both established as well as more recent modes of inquiry this book sheds new light on an increasingly important dimension of organizational cooperation and competition that of knowledge and knowledge transfer Based on research and practice the book addresses a wide range of issues concerning the management of knowledge from knowledge transfer between organizations to knowledge management within organizations Divided into two parts Managing Knowledge reflects a fundamental conceptual distinction between two world views The first part is characterized by representationism or traditional approaches to viewing knowledge knowledge transfer and cooperative strategies The contributors provide a clear

Collection Of Essays On Complexity And Management, A - Proceedings Of The Summer School On Managerial Complexity Walter Baets, 1999-04-01 A tendency exists in management theory and practice today to accept that our linear and deterministic ways of thinking about managerial problems create more problems than they solve In the field of strategy studies for instance one can observe a growing interest in learning and organisational flexibility IT gives importance to distributed cognition and adaptive systems Management theorists are keenly observing developments surrounding complexity and chaos theory in science and management researchers are attempting to apply emerging theories to managerial problems Although there are still a limited number of applications in the managerial world the Santa Fe Institute and the Los Alamos Center for Nonlinear Studies both in the US have been active for several years in closely related fields and more important adopt a multidisciplinary approach Such applied research is seldom present in academic management journals It seems however that the business community is interested in the implications of chaos and complexity for management as well as adopting a multidisciplinary approach to strategy and organisational change This volume constituting the proceedings of the Summer School on Managerial Complexity held in Granada Spain on 11-25 July 1998 will benefit students and researchers in chaos and dynamical systems

The Wiley Blackwell Handbook of the Psychology of Training, Development, and Performance Improvement Kurt Kraiger, Jonathan Passmore, Nuno Rebelo dos Santos, Sigmar Malvezzi, 2020-06-02 This Handbook is sure to become a key resource for any researcher or professional looking for the latest and most innovative thinking from around the world on the full range of topics related to training development and performance management Bradford S Bell PhD Cornell University USA Editor Personnel Psychology I wish I could have accessed this book many years ago Comprehensive and scholarly the four sections training e learning personal and professional development and performance management fit well together and address a gap in the literature that has been apparent for some time The psychological perspective speaks to growing interest in the micro foundations of strategic success and the blending together of both formal and informal perspectives on learning in organizations ensures a holistic rather than piecemeal approach to the question of how to build individual knowledge skills and competences in organizations I believe that this book will make a

significant impact on its target audience in this critical area Helen Shipton Professor of International Human Resource Management Nottingham Trent University UK The Wiley Blackwell Handbook of the Psychology of Training Development and Performance Improvement provides up to date contemporary information for researchers and professionals by reviewing the latest literature and research in the interconnected fields of training development and performance appraisal It brings a psychological perspective to bear on a multidisciplinary field that links to management human resources and education Unique to reference works in this area it maintains a truly global focus on the field with top international contributors looking at research and practice from around the world including South America Europe Canada and Australia as well as the United States and the United Kingdom The chapters cover a diverse range of important contemporary topics such as needs analysis job design active learning self regulation simulation approaches 360 degree feedback and virtual learning environments Together they offer researchers and professionals essential information for building a talented organization a critical and challenging task for organizational success in the twenty first century *Knowledge Management and Business Model Innovation* Yogesh Malhotra, 2001-01-01 We are living in interesting times characterized by increasing digitalization of business enterprises in a global interconnected knowledge economy With waning euphoria about the first wave of digital e business enterprises and a sobering dot com stock market business model innovation is being recognized as the key enabler that can unleash value creation for new digital enterprises In contrast to traditional factors of production knowledge assets and intellectual capital are expected to play a dominant role in determining both valuation and value creation capabilities of most new age enterprises Not surprisingly Knowledge Management for Business Model Innovation is anticipated to be the mantra for survival competence and success of Net enterprises as well as traditional brick and mortar enterprises faced with the challenge of transforming their business models into and beyond click and mortar companies **Putting Knowledge Networks into Action** Andrea Back, Georg von Krogh, Andreas Seufert, 2005-04-07 The concepts and theories of knowledge management and networks are meanwhile well documented Yet there are few if any guidelines on how to implement knowledge management within an organization especially focusing on how to manage knowledge in a network environment This shows that managing knowledge in networks is a rather new and unexplored field This book visualizes paths that allow one to make connections between theories concepts and concrete actions Knowledge networks are organizational forms within companies that connect key experts to share knowledge and therefore fulfil strategic goals Managing knowledge in network environments is a fast moving field attempting to integrate various disciplines such as human resources organizational development change management strategy information technology sociology and network theory This book shows how to integrate these different roots into a holistic view on managing knowledge in networks It develops a methodology which will support the reader to move concrete steps forward towards building and maintaining knowledge networks in his organization *Internet-Based Organizational Memory and Knowledge Management* Schwartz,

David,Brasethvik, Terje,Divitini, Monica,1999-07-01 The Internet is quickly moving from a marketing tool in which businesses and organizations promote sales and awareness to a core element of any information system architecture The advent of the Internet as a fundamental infrastructure for the delivery of advanced business systems has opened up a wide range of questions for the design and development of such systems Internet Based Organizational Memory and Knowledge Management provides a multidisciplinary view of the wide range of ideas on innovative Internet information systems as they related to organizational memory and knowledge Using the Internet as the primary architectural base this book presents results and challenges of Internet based knowledge management systems *Multicultural Instructional Design: Concepts, Methodologies, Tools, and Applications* Management Association, Information Resources,2019-07-05

As the world becomes more globalized student populations in educational settings will continue to grow in diversity To ensure students develop the cultural competence to adapt to new environments educational institutions must develop curriculum policies and programs to aid in the progression of cultural acceptance and understanding Multicultural Instructional Design Concepts Methodologies Tools and Applications is a vital reference source for the latest research findings on inclusive curriculum development for multicultural learners It also examines the interaction between culture and learning in academic environments and the efforts to mediate it through various educational venues Highlighting a range of topics such as intercultural communication student diversity and language skills this multi volume book is ideally designed for educators professionals school administrators researchers and practitioners in the field of education

Market and Technical Knowledge Integration in R&D Intensive Companies Marcin Soniewicki,2024-10-29 Market and Technical Knowledge Integration in R D Intensive Companies explores the integration of market and technical knowledge within R D intensive companies The crux of the book s theoretical premise is the importance of integrating market and technical knowledge within organisations Drawing from the resource based view RBV and the knowledge based view KBV of organisations this premise stresses the need for knowledge integration After an analysis of the literature on R D the book presents qualitative evidence from interviews of R D professionals who elucidate knowledge integration methods The book provides theoretical as well as practical insight on market and technical knowledge integration Presenting a new approach to understanding how R D intensive companies operate the book gives researchers and practitioners practical advice on improving market and technical knowledge integration It explains the critical role of efficient market and technical knowledge integration in innovation It also examines how knowledge management contributes to superior business performance of R D intensive companies **Post-Pandemic Talent Management Models in Knowledge Organizations**

Talukdar, Mohammad Rafiqul Islam,Lamagna, Carmen Z.,Villanueva, Charles Carillo,Nahar, Rezbina,Hassan, Farheen,2022-05-27 In today s modern business world the dominant factor of any organization s success is human capital Appropriately acquiring and managing talented staff is crucial to the growth and development of companies and provides them with a considerable competitive advantage in the industry Further

study on the importance of talent management is required to ensure businesses are able to thrive in the present environment Post Pandemic Talent Management Models in Knowledge Organizations discusses strategic human resource management and the talent management of post modern knowledge based organizations during the COVID 19 pandemic and post pandemic paradigm Covering critical topics such as organizational performance and creative work behavior this major reference work is ideal for managers business owners entrepreneurs academicians researchers scholars instructors and students Handbook of Research on Cross-Cultural Business Education Maheshkar, Chandan, Sharma, Vinod, 2018-06-08

Due to the impact of globalization business practices have been constantly evolving throughout the twenty first century Teachers and instructors are faced with the challenges of educating future business leaders on evolving concepts such as diversity cultural environments and the integration of countries and economies Through these challenges it is critical for educators to understand teaching tools and pedagogical practices that bring this globalized outlook into the classroom The Handbook of Research on Cross Cultural Business Education is an important research publication that explores the role of teaching tools used in business education to increase competitive business skills and make them applicable in cross cultural business environments It also provides business and management educators with teaching practices that promote learning via exposure to global cultures Featuring a broad array of topics such as pedagogical modeling cross cultural learning and social responsibility this is an important resource for business and management educators business managers policy makers researchers business professionals and graduate students

Organizational Learning and Knowledge: Concepts, Methodologies, Tools and Applications Management Association, Information Resources, 2011-07-31 Organizational Learning and Knowledge Concepts Methodologies Tools and Applications demonstrates exhaustively the many applications issues and techniques applied to the science of recording categorizing using and learning from the experiences and expertise acquired by the modern organization A much needed collection this multi volume reference presents the theoretical foundations research results practical case studies and future trends to both inform the decisions facing today s organizations and the establish fruitful organizational practices for the future Practitioners researchers and academics involved in leading organizations of all types will find useful grounded resources for navigating the ever changing organizational landscape

Handbook of Organizational Learning and Knowledge Meinolf Dierkes, 2003 In an era of far reaching changes organizational learning and knowledge creation are high on the agenda of social scientists managers and consultants worldwide as they seek to adapt to new environments The Handbook of Organizational Learning and Knowledge provides a comprehensive overview of how the concept of organizational learning emerged how it has been used and debated and where it may be going It summarizes the state of the art and provides a full account of the diverse approaches themes issues and debates of the field The handbook unites a distinguished team of international authors who examine both the central themes and key emerging issues The coverage extends beyond the American tradition to include

the experiences of Europe Asia and the Middle East The book opens with chapters drawing insights from various social science approaches The following sections examine fundamental issues concerning the external triggers factors and conditions agents and processes of organizational learning Subsequent chapters review the subject within a global context looking in particular at processes of interorganizational learning and knowledge transfer The next sections examine the development of learning practices and provide case studies to illustrate organizational learning and knowledge creation The book concludes with an analysis of the state of the art and an agenda for the future This handbook will be an invaluable reference tool for scholars and students in the social sciences as well as for professional involved in organizational development learning and change

Critical Issues in Human Resource Management Ian Roper, Rea Prouska, Uracha Chatrakul Na Ayudhya, 2019-09-21 By problematising core HR topics and presenting significant new developments in the field this engaging textbook will enable students to develop a nuanced and critical approach to HRM It integrates students understanding of the key operational aspects of HRM with the wider institutional social political and economic contexts in which they occur covering important and emerging topics such as intersectionality wellbeing international migration globalisation and corporate governance Theoretically rigorous and rich in pedagogy this textbook will hone students critical thinking skills allowing them to confront higher level problems faced in HR and deal with complex real world HR situations A range of topical international case studies ranging from iPhone factories in China to contemporary US politics places HR issues in a comparative global context This is an essential textbook for upper undergraduate postgraduate and MBA students studying contemporary or critical issues in HRM It can also be used as a supplementary text by those wanting to deepen their knowledge of HRM and by practitioners keen to understand how core HRM topics intersect with wider contemporary and global issues

ECKM 2002 Third European Conference on Knowledge Management, 2002

Strategy Making in a Crisis Michael Gibbert, 2010-01-01 Michael Gibbert presents a thoughtful theoretical framework allowing readers to critically think about imaginations related to strategy making His research is based on a highly complex case and diversified context allowing us to understand the use of different theories in an integrated way Gilbert Probst World Economic Forum Geneva Switzerland Putting imagination center stage in strategy making is a long overdue perspective one that can renew the field Michael Gibbert makes an important contribution through this integrative framing Yves Doz INSEAD France If you can't imagine the future of your company how are you supposed to shape it This book helps appreciate and execute imaginative strategy making Martin Hoegl WHU Otto Beisheim Graduate School of Management Germany Which strategy making approach works best in a crisis In current literature the recommendations oscillate between prediction control and practice but this unique book focuses specifically on strategy making in a crisis In a crisis the business landscape is neither stable nor predictable resources are scarce rather than abundant customers disappear and shareholders revolt all of which can make prediction and control very difficult Drawing on evidence from philosophy and on a multi year case study of a major

multinational Michael Gibbert points to three different kinds of imaginations and proposes a three step model for imaginative strategy making Introducing new topics on this subject Strategy Making in a Crisis will strongly appeal to top level managers including corporate development departments and business unit level strategy Postgraduate students will also receive ideas for their own theses not only from the content but also from the approach which is deductive and integrates management theories using social science literature and methodology *Research Anthology on Business and Technical Education in the Information Era* Management Association, Information Resources,2021-01-08 The Fourth Industrial Revolution has disrupted businesses worldwide through the introduction of highly automated processes This disruption has affected the way in which companies conduct business impacting everything from managerial styles to resource allocations to necessary new skillsets As the business world continues to change and evolve it is imperative that business education strategies are continuously revised and updated in order to adequately prepare students who will be entering the workforce as future entrepreneurs executives and marketers among other careers The Research Anthology on Business and Technical Education in the Information Era is a vital reference source that examines the latest scholarly material on pedagogical approaches in finance management marketing international business and other fields It also explores the implementation of curriculum development and instructional design strategies for technical education Highlighting a range of topics such as business process management skill development and educational models this multi volume book is ideally designed for business managers business and technical educators entrepreneurs academicians upper level students and researchers

Managing Information in Complex Organizations Kevin C. Desouza,Tobin Hensgen,2015-04-08 This seminal work presents an effective design for processing information through five stages from data to actionable knowledge in order to influence behavior within organizations The authors incorporate such concepts as evolution semiotics entropy complexity emergence crisis and chaos theory in an intriguing alternative to crisis management that can be applied to any organization Their model shows how to evaluate and share information to enable the organization to avoid disaster rather than simply respond to it Additionally the text presents the first attempt at a multi disciplinary view of information processing in organizations by tying associated disciplines to their respective impacts on the information process Illustrations used in the text include an overlay that demonstrates how the non use of information between agencies contributed to the 9 11 disaster and an appendix addresses Organizing for Cyberterrorism **Releasing Knowledge for Practice in Human and Social Service Organizations** David P. Moxley,2022-09-29 This book will advance readers understanding of the knowledge development building and or management process within human service organizations informed by the author s experience in human service organizations as consultant and practitioner Readers can come to understand the knowledge building process and gain a conceptual framework in building organizational knowledge for the advancement of human services practice The importance of knowledge management in social welfare and human service is twofold Knowledge management

is about an organization managing what it knows in order to achieve more competent and more effective performance It also is about how domains and fields of practice may transform themselves over time through the purposeful creation and destruction of knowledge Knowledge management can be a cornerstone of today s human service and social welfare organizations and may be a principal strategy for effecting innovation and evolution in the ways societies address and meet human needs

Managing the Future Haridimos Tsoukas, Jill Shepherd, 2009-02-09 In this book leading authors explore ways in which organizations can develop their ability to manage the future An exploration of the ways in which organizations can develop their ability to manage the future Consists of ten papers written by authors from both sides of the Atlantic and from Asia all of whom are distinguished scholars in the fields of strategy or organizational learning Addresses key questions about how organizational foresight can be conceptualized and developed and the extent to which it is possible The papers are prefaced by a foreword from Spyros Makridakis and an introduction from the editors Helps to shape a new research agenda and so will be of interest to academics as well as to students and practitioners

Research Anthology on Facilitating New Educational Practices Through Communities of Learning Management Association, Information Resources, 2020-10-30 With the future of education being disrupted and the onset of day to day uncertainties and challenges that have to be solved quickly teachers are now turning to professional development communities support communities where they can share and learn about effective practices to use in the classroom While transitioning to blended or online learning and keeping up with the technological advances in education these communities provide an essential backbone for teachers to rely on for support and updated knowledge on what educational practices are being utilized how they are working and what solutions have been found for the ever changing climate of education Research on the benefits and use of these communities as well as on the latest educational practices is essential in teacher development and student learning in the current culture of a rapidly changing educational environment The Research Anthology on Facilitating New Educational Practices Through Communities of Learning contains hand selected previously published research that provides information on the communities of learning that teachers are currently involved in to seek the latest educational practices The chapters cover the context of these communities the benefits and an overview of how this support is a necessary tool in today s practices of teaching and learning While highlighting topics such as learning communities teacher development mentoring and virtual communities this book is essential for inservice and preservice teachers administrators teacher educators practitioners stakeholders researchers academicians and students who are interested in how communities of practice tie into professional development teacher learning and the online shift in teaching

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