MANAGING KNOWLEDGE and KNOWLEDGE WORKERS

Managing Knowledge

Susan E. Jackson,Angelo DeNisi,Michael A. Hitt

Managing Knowledge:

Cultivating Communities of Practice Etienne Wenger,Richard Arnold McDermott,William Snyder,2002 Today s marketplace is fueled by knowledge Yet organizing systematically to leverage knowledge remains a challenge Leading companies have discovered that technology is not enough and that cultivating communities of practice is the keystone of an effective knowledge strategy Communities of practice come together around common interests and expertise whether they consist of first line managers or customer service representatives neurosurgeons or software programmers city managers or home improvement amateurs They create share and apply knowledge within and across the boundaries of teams business units and even entire companies providing a concrete path toward creating a true knowledge organization In Cultivating Communities of Practice Etienne Wenger Richard McDermott and William M Snyder argue that while communities form naturally organizations need to become more proactive and systematic about developing and integrating them into their strategy This book provides practical models and methods for stewarding these communities to reach their full potential without squelching the inner drive that makes them so valuable Through in depth cases from firms such as DaimlerChrysler McKinsey Company Shell and the World Bank the authors demonstrate how communities of practice can be leveraged to drive overall company strategy generate new business opportunities tie personal development to corporate goals transfer best practices and recruit and retain top talent They define the unique features of these communities and outline principles for nurturing their essential elements They provide guidelines to support communities of practice through their major stages of development address the potential downsides of communities and discuss the specific challenges of distributed communities And they show how to recognize the value created by communities of practice and how to build a corporate knowledge strategy around them Essential reading for any leader in today s knowledge economy this is the definitive guide to developing communities of practice for the benefit and long term success of organizations and the individuals who work in them Etienne Wenger is a renowned expert and consultant on knowledge management and communities of practice in San Juan California Richard McDermott is a leading expert of organization and community development in Boulder Colorado William M Snyder is a founding partner of Social Capital Group in Cambridge Massachusetts **Managing Knowledge for Business Success** Don Cohen,David E. Smith,Laurence Prusak,Richard Azzarello,1997 **Managing knowledge** Katrin Lenz,2002-02-19 Inhaltsangabe Abstract In an economy where the only certainty is uncertainty the sure source of lasting competitive advantage is knowledge Peter Drucker 1953 Companies like Microsoft Netscape Coca Cola and Yahoo can be found under the top U S companies with the highest market values in 1999 The market value represents the measure of value that the investors and markets associate with the company However these companies are not valued for their tangible assets buildings inventory etc they are valued for something which cannot be shown on a balance sheet their intangibles These include brand recognition Patents customer loyalty innovative business ideas past achievements etc These companies are

valued for the knowledge they possess However knowledge is of little value if it cannot be found when needed Therefore a successful knowledge management concept is of crucial importance for these companies The knowledge management market is growing rapidly and it will continue to advance over the next years Knowledge management is still a relatively young field with new concepts emerging constantly Most knowledge management initiatives have focused entirely on changes in tools and technologies such as intranets and Lotus Notes But knowledge management is more complex it covers everything the company does to make knowledge available to everyone The twenty first century gives companies the tools and connectivity to easily obtain share and act on information quickly Knowledge management uses these possibilities and recent studies showed that companies gained a competitive advantage by implementing it According to Accenture research a well implemented knowledge management process can improve employee productivity by an average of 60% Often knowledge management is seen as storing documents in a database thus hoping to enhance knowledge sharing through the implementation of technology But to successfully apply knowledge management companies need to implement a process of motivating and inciting people to share information The old saying Knowledge is power is still popular The people who are hoarding their knowledge believe that it makes them irreplaceable However real power does not come from knowledge kept but from knowledge shared People are expected to cooperate to be open to participate within the new economy but resistance can be expected Obviously knowledge management is a combination of *Managing Knowledge* Stephen Little,Tim Ray,2005-10-03 This text offers a critical overview of underlying theory in this field as well as a range of relevant examples from a global perspective It places knowledge management in the context of an emerging global economy

Managing Knowledge for Sustained Competitive Advantage Susan E. Jackson,Angelo DeNisi,Michael A. Hitt,2003-06-03 This eighteenth volume in the Jossey Bass Organizational Frontiers Series provides an in depth examination of how I O psychologists can help find recruit and manage knowledge The authors explain the nature of different types of knowledge how knowledge based competition is affecting organizations and how these ideas relate to innovation and learning in organizations They describe the strategies and organizational structures and designs that facilitate the acquisition and development of knowledge And they discuss how continuous knowledge acquisition and innovation is promoted among individuals and teams and how to foster the creation of new knowledge In addition they explain how to assess the climate and culture for organizational learning measure and monitor knowledge resources at the organizational level and more

Governing and Managing Knowledge in Asia Thomas Menkhoff,Hans-Dieter Evers,2010 Introduction governing and managing knowledge in Asia Thomas Menkhoff Hans Dieter Evers and Yue Wah Chay pt I What is knowledge ch 1 Knowledge of enterprise knowledge management or knowledge technology Milan Zeleny ch 2 Knowledge and the sociology of science Hans Dieter Evers pt II The rise of Asian knowledge society ch 3 The knowledge gap and the digital divide Hans Dieter Evers ch 4 Local and global knowledge social science research on South east Asia Solvay Gerke and Hans Dieter Evers ch 5

Transition towards a knowledge society Malaysia and Indonesia in global perspective Hans Dieter Evers pt III Strategic groups as K economy drivers ch 6 Knowledge management an essential tool for the public sector Thomas B Riley ch 7 Reflections about the role of expert knowledge and consultants in an emerging knowledge based economy Hans Dieter Evers and Thomas Menkhoff ch 8 Knowledge in development epistemic machineries in a global context Hans Dieter Evers Markus Kaiser and Christine M ller ch 9 Building vibrant science and technology parks with knowledge management trends in Singapore Thomas Menkhoff und weitere ch 10 Applying knowledge management in university research Benjamin Loh und weitere pt IV KM applications and challenges ch 11 Notes from an Intelligent Island towards strategic knowledge management in Singapore s small business sector Thomas Menkhoff Yue Wah Chay and Benjamin Loh ch 12 Collaboration and competition the Knowledge Research Institute of Singapore as a model KM system Patrick Lambe ch 13 Creating a KM platform for strategic success a case study of Wipro Technologies India RaviShankar Mayasandra N and Shan Ling Pan pt V Focus on K sharing behavior in organizations ch 14 What makes knowledge sharing in organizations tick an empirical study Yue Wah Chay und weitere ch 15 The moderating effects of friendship ties and dispositional factors on inducement and knowledge sharing among employees Ho Beng Chia und weitere *Managing Knowledge in Project Environments* Judy Payne,Eileen Roden,Steve Simister,2019-05-10 Managing Knowledge in Project Environments illustrates how knowledge management KM contributes to successful project work KM is widely practised in project environments but managers don t always recognise the knowledge aspects of their work and tend to treat KM as a series of specific activities rather than a way of making project work produce better outcomes in different contexts To overcome this challenge the authors present KM as an integral part of project work and explain it using principles KM fundamentals that apply anywhere A series of context factors provides readers with a framework for understanding and thinking about what KM means for their context their goals their projects their organisations and their working environments Hidden KM is exposed myths are debunked and practical guidance explains how to build KM into projects and portfolios The approach is consistent with current guidance including the BS ISO management systems standard for KM and the seventh edition of APM s Body of knowledge The aim is to help project professionals sponsors PMO members and others who can make a difference manage knowledge more effectively in project environments Managing Knowledge in Project Environments offers everyone involved in project work a definitive short guide to the subject **Organizational Knowledge Dynamics: Managing Knowledge Creation, Acquisition, Sharing, and Transformation** Bratianu, Constantin,2015-03-31 Promoting organizational knowledge is an important consideration for any business looking toward the future Understanding the dynamics of knowledge intensive organizations is a crucial first step in establishing a strong knowledge base for any organization Organizational Knowledge Dynamics Managing Knowledge Creation Acquisition Sharing and Transformation introduces the idea that organizational knowledge is composed of three knowledge fields cognitive knowledge emotional knowledge and spiritual knowledge This book is useful

for graduate students researchers and practitioners in knowledge management intellectual capital human resources management change management and strategic management   *Harvesting and Managing Knowledge in Construction* Yacine Rezgui,John Miles,2011-02-23 A successful construction business is a knowledge business And knowledge must be managed effectively to be used efficiently especially in a complex project oriented business such as construction where skills acquired and lessons learned on one project need to be applied to the next A holistic approach to knowledge management KM is taken in this book to incorporate all of the relevant themes tackling technological socio cultural and organizational issues with the creation of value as a focus throughout Information is drawn from a broad range of sources to explain core theories and provide guidance on practical application Topics covered include changing business relationships in a knowledge economy knowledge creation processes and theories data text and knowledge mining techniques the learning construction organization future technology for knowledge management Written by the authors of the first EU funded KM research project in the field of construction this textbook is uniquely well researched and is the perfect introduction to KM for students across the built environment It is also a crucial guide to the topic for practitioners   **Managing Knowledge Assets and Business Value Creation in Organizations: Measures and Dynamics** Schiuma, Giovanni,2010-11-30 Managing Knowledge Assets and Business Value Creation in Organizations Measures and Dynamics provides an advanced state of the art understanding of the links between the knowledge assets dynamics and the business value creation This publication focuses on the theory models approaches methodologies tools and techniques for measuring and managing organizational knowledge assets dynamics supporting and driving business performance improvements This comprehensive work is a substantial contribution to the field in terms of theory methodology and applications to replicate support and challenge existing studies and offer new applications of existing theory and approaches   *Managing Knowledge for Global and Collaborative Innovations* Samuel Chu,2010 Technological and knowledge diffusion through innovative networks Beatriz Helena Neto Jano Moreira de Souza and Jonice de Oliveira Knowledge flow networks and communities of practice for knowledge management Rajiv Khosla und weitere A case study of knowledge sharing in Finnish Laurea lab as a knowledge intensive organization Abel Usoro and Grzegorz Majewski The role of BriDGE SE in knowledge sharing a case study of software offshoring from Japan to Vietnam Nguyen Thu Huong and Umemoto Katsuhiro Factors influencing knowledge sharing in immersive virtual worlds an empirical study with a second life group Grzegorz Majewski and Abel Usoro Re establishing grassroots inventors in national innovation system in less innovative Asian countries C N Wickramasinghe und weitere Knowledge management collaboration in steel industry a case study Chagari Sasikala Contingency between knowledge characteristics and knowledge transfer mechanism an integrative framework Ziye Li and Youmin Xi Emotionally intelligent knowledge sharing behavior model for constructing psychologically and emotionally fit research teams R Khosla und weitere Fundamental for an IT strategy toward managing viable knowledge intensive research projects Paul P ltner and

Thomas Grechenig A new framework of knowledge management based on the interaction between human capital and organizational capital Zheng Fan Shujing Cao and Fenghua Wang Knowledge management of healthcare by clinical pathways Tomoyoshi Yamazaki and Katsuhiro Umemoto Factors affecting knowledge management at a public health institute in Thailand Vallerut Pobkeeree Pathom Sawanpanyalert and Nirat Sirichotiratana The influence of knowledge management capabilities and knowledge management infrastructure on market interrelationship performance an empirical study on hospitals Wen Ting Li and Shin Tuan Hung Functional dynamics in system of innovation a general model of SI metaphoric from traditional Chinese medicine Xi Sun Xin Tian and Xingmai Deng Collaborative writing with a wiki in a primary five English classroom Matsuko Woo und weitere Cross language knowledge sharing model based on ontologies and logical inference Weisen Guo and Steven B Kraines A study of evaluating the value of social tags as indexing terms Kwan Yi Leadership 2 0 and Web2 0 at ERM a journey from knowledge management to knowledging Cheuk Wai yi Bonnie and Brenda Dervin Motivation identity and authoring of the wikipedian Joseph C Shih and C K Farn Intellectual capital and performance an empirical study on the relationship between social capital and R D performance in higher education Mohd Iskandar Bin Illyas Rose Alinda Alia and Leela Damodaran Managing knowledge in a volunteer based community John S Huck Rodney A and Dinesh Rathi Knowledge management practices in a not for profit organizations a case study of I2E Matthew Broaddus and Suliman Hawamdeh Personal information management tools revisited Yun Ke Chang und weitere Competencies sought by knowledge management employers context analysis of online job advertisements Shaheen Majid and Rianto Mulia Migration or integration knowledge management in library and information science profession Manir Abdullahi Kamba and Roslina Othman Evaluating intellectual assets in university libraries a multi site case study from Thailand Sheila Corrall and Somsak Sriborisutsakul From for profit organizations to non profit organizations the development of knowledge management in a public library Kristen Holm Kelly Kirkpatrick and Dinesh Rathi Network structure structural equivalence and group performance a simulation research on knowledge process Hua Zhang and Youmin Xi Exploring the knowledge creating communities an analysis of the linux kernel developer community Haoxiang Xia Shuangling Luo and Taketoshi Yoshida Systemic thinking in knowledge management Yoshiteru Nakamori Study on the methods of identification and judgment for opinion leaders in public opinion Liu Yijun Tang Xi Jin and Gu Jifa   Managing Knowledge Resources and Records in Modern Organizations Jain, Priti,Mnjama, Nathan,2016-12-21 Modern organizations and businesses are growing rapidly every day With these advances comes the need for more progressive forms of knowledge management and record keeping techniques Managing Knowledge Resources and Records in Modern Organizations is a pivotal reference source that discusses the current trends technologies and ethics associated with knowledge management Featuring comprehensive coverage on a spectrum of topics such as leadership roles in knowledge sharing knowledge governance electronic resources for public sector reform and record keeping for information in public and private sector organizations this publication is a

comprehensive resource for educators professionals practitioners academics and researchers interested in the latest information on knowledge management for business and organizations **Managing Knowledge, Absorptive Capacity And Innovation** Joe Tidd,2021-05-05 Knowledge Management focuses on identifying sharing storing and exploiting internal knowledge whereas Open Innovation is more concerned with sources of external knowledge However this simple dichotomy between open and closed approaches is unhelpful and not realistic Instead it is the interaction between internal and external knowledge that creates dynamic capabilities and the ability to innovate In particular we need to better understand the interactions between internal and external knowledge and how these influence innovation outcomes under different conditions This edited volume Managing Knowledge Absorptive Capacity and Innovation provides an opportunity to combine contemporary interests in Open Innovation with the classic notion of absorptive capacity to better understand how organisations can manage the absorption and exploitation of inbound external sources of knowledge in order to innovate

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 clea **Knowledge Management** Paul R. Gamble,John Blackwell,2001 Knowledge management can be defined as identifying organizing transferring and using the information and knowledge both personal and institutional within an organization to support its strategic objectives Knowledge Management sets out to show readers how to do so **Managing Knowledge** Gilbert J. B. Probst,Steffen Raub,Kai Romhardt,2000-01-04 Managing Knowledge is an extensive and eminently readable overview of the most important ideas tools and current applications of knowledge management The authors rely on an innovative building block approach and provide a detailed description of the most important knowledge processes in organizations We are experiencing a paradigm shift from an industrial age to a service knowledge age We are all looking for new answers that will give meaning and purpose to our efforts and make sense of knowledge processes This book is an excellent tool it is easy to read and contains practical examples which help us to deal with the issues I enjoyed reading it Heinz Fischer Vice President Personnel Deutsche Bank Knowledge of customer needs markets patents products and processes is a key strategic resource in today s business world The use of this resource particularly in larger companies is becoming a matter of survival in highly competitive and innovation driven markets The practical approach to knowledge management offered by Gilbert Probst Steffen Raub and Kai Romhardt should prove an extremely useful tool Heinrich v Pierer President and CEO Siemens AG In this book Professor

Pobst and his colleagues show in a great way how to systematize and work on increasing the efficiency of strategic knowledge management Leif Edvinsson Director Intellectual Capital Skandia Knowledge will dominate our entire 21st century social environment Organizations will rapidly divide into those that know and those that don t Leaders of tomorrow must make better use than they have done in the past of what knowledge their employees hold This book will show you how Bob Bishop Chairman Silicon Graphics World Trade Corporation __Essentials of Knowledge Management__ Bryan Bergeron,2003-05-12 Chock full of valuable tips techniques illustrative real world examples exhibits and best practices this handy and concise paperback will help you stay up to date on the newest thinking strategies developments and technologies in knowledge management Order your copy today **Knowledge Management** H. C. Mruthyunjaya,2011 For ensuring sustained success in a competitive global market scenario business enterprises are seeking to unearth their own latent knowledge treasures This book explicitly explains how stringent strategies and practices emphasized under knowledge management can help streamline activities of the organization and conserve its resources Divided into ten chapters the book elaborates on the concepts theories and principles governing knowledge management Beginning with history and evolution of knowledge its growth and impact on the society it further explains the role of knowledge management towards Corporate Social Responsibility CSR The chapters on Managing Competitiveness and Managing Knowledge Force discuss how innovative business strategies can help in achieving new landmarks and how the employees of an organization can turn into a knowledge force to churn out profit and to achieve success Two important aspects of knowledge management namely Certainty Management and Uncertainty Control are also discussed to explain how an organization can flourish by predicting and controlling the uncertainties and managing the obvious situations The highlight of this book is the inclusion of well analyzed live cases All the cases demonstrate how seemingly impossible tasks can be successfully managed with an efficient handling of knowledge management principles and practices Primarily intended for the students of Management this book can also prove beneficial to the practising managers KEY FEATURES Presents a global picture of knowledge management in practice in live shop floors Incorporates over 550 classified audit probe questions embracing various areas of knowledge management Illustrates the concepts principles and practices of knowledge management with well labelled figures tables and boxes PowerPoint presentations available online at www phindia com mruthyunjaya *Knowledge Management Basics* Christee Gabour Atwood,2009-08-01 Knowledge management is an ongoing process designed to dispense company information in a user friendly way for both current and future employees Knowledge Management Basics explains the key concepts and the overall benefits of implementing that process offers information assessment techniques and tips and assists in the design of a practical system to capture organize and maintain company information This title focuses on the learning professional s role in the knowledge management process and aims to teach those professionals how to get the process started within their organizations Knowledge Management Basics presents a five step process that will enable you the

learning professional to define your role in a knowledge management initiative and prepare to lead that effort determine your organization s needs locate knowledge sources choose systems to gather and house information that make sense for your organization s culture compile confirm and circulate knowledge maintain the knowledge system   (Il)logical Knowledge Management Beverly Weed-Schertzer,2020-09-21 In finding the logical by way of the illogical in Knowledge Management strategy this book highlights key challenges and opportunities for businesses looking to improving the efficacy and extent of their knowledge management infrastructure

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