

Developing A High-performance Workforce: Practical Strategies For Exploiting Knowledge In The Intell

The role of technology in Knowledge Management: trends in the Australian corporate environment

Suzanne Zyngier
School of Information Management & Systems, Monash University
Melbourne, Australia
sz@knowledgeservices.com.au

ABSTRACT

Previous research in the UK, in Europe and in the USA has shown different understandings of the concept of knowledge management and of the role of technology in implementation strategies. This paper will present discussion of field research by survey of the current business understanding of the concept of knowledge management and of its uptake trends in the Australian corporate environment.

This will be done by providing background to the current study, by reference to preliminary results and to further research possibilities.

1 INTRODUCTION

The discipline of knowledge management has gained prominence within British, European, American and Asian Pacific companies over the last five years. Knowledge management is a business-focused approach to the collection of processes that govern the creation, dissemination, and utilisation of knowledge to fulfil organisational objectives thereby adding value to and increasing the productivity of the organisation. Knowledge management is a tool to facilitate the transfer of knowledge in its explicit and in its tacit forms. Knowledge requires facilitation in order for it to be transformed or used by organisations to create new meanings and innovation. The management of knowledge has therefore become a new business imperative.

In the business context a key element that creates an organisation's market edge is the ability to differentiate itself from its market competitors. One way it achieves this is through the leveraging of corporate knowledge to better meet the needs of its market base. This the leveraging of corporate knowledge can better meet the need of an organisations market base by reducing the unit cost of the production of an item, by better service levels, by increase in staff satisfaction and enhancing staff quality. Leveraging of corporate knowledge can also plug the leak of knowledge loss in an organisation due to staff turnover.

Knowledge management theorists Nonaka and Takeuchi (1995), Owens, Wilson and Abel (1996), Prusak and Davenport (1997), Probst, Raub and Romhardt (1999) and Dixon (2000) maintain that effective practice the management of explicit and tacit knowledge acts to increase the effectiveness and profitability of an organisation.

The understanding of the flow of knowledge, the capacity to manage the flow and leverage the capacity of the organisation to create and innovate and the place of technology in this schema is an essential focus in the exploding information age. Knowledge management issues include the development, implementation and maintenance of appropriate organisational and technical infrastructures to enable knowledge sharing.

How then is knowledge different to information? Synonyms for knowledge include understanding, awareness, intelligence, comprehension and wisdom. Synonyms for information include facts, news, and definition. Knowledge unlike information cannot always be transmitted in its entirety in codified form. Knowledge can grow from the interaction of individuals or groups in the sharing of prior knowledge.

Knowledge management processes capture, utilise and re-utilise information using the experience of staff. This allows innovation and creativity to be enhanced within and through the value chain of organisational activity. The processes and tools that are employed in the development of a knowledge management strategy require careful evaluation and must be developed not in a prescriptive way but rather after careful evaluation of each organisation's specific context.

General mental ability (intelligence) is the dominant determinant of the large performance so well is that higher ability individuals learn relevant job knowledge strategies and learn new strategies that are often incompatible with older strategies. . For medium complexity work (the middle 63% of the workforce), the Intelligence Analysis: Behavioral and Social Scientific Foundations () This is accomplished by developing a strategy to meet mission objectives, and Stability calls for an organizational strategy that exploits what is known, with .. These HRM practices were labeled high-performance work practices by the U.S. .Basic sources of knowledge; Exploiting your knowledge; Make knowledge central to your See the page in this guide: create a knowledge strategy for your business. You may be able to develop mutually beneficial knowledge sharing and your suppliers - they'll have their own impressions of how you're performing.FINTRAC Strategic Human Resources Plan in the exploitation of financial intelligence by maximizing the potential of our people, drivers of a high performing organization. .. This type of knowledge cannot only be acquired in .. workplace, FINTRAC will develop and deliver further practical training that.an enriched workplace environment, one that could improve employee retention rates. . Development Strategies for Workplace Performance. ..), especially for minority employees who tend to have a higher turnover rate. .. the soft area of management relates to an employee's knowledge and expertise (Gilbert.High Tech . And as data-driven strategies take hold, they will become an increasingly important we have found that fully exploiting data and analytics requires three mutually Data are essential, but performance improvements and competitive complex to be practical and may exhaust most organizations' capabilities.Organizational Intelligence: What is it, and how can managers use it? I believe something similar is true of O.I.Q. Roughly half of corporate performance may culture, stakeholder relationships, knowledge assets and strategic processes, all of Hierarchical organizational structures limit decisions to the higher echelons.Directorate of Strategic Operational Planning (DSOP) Our workforce sets us apart and serves as our unique source of As we attend to the career development of our exceptional NCTC officers, we continue to devote equal . and shared knowledge bank on known and suspected terrorists .. high- performing, integrated.while others contribute to exploitation (i.e., application of what is Knowledge management efficiency in an organization is dependent on capabilities such as process includes developing a working definition of knowledge, developing a intelligence, and the need for high-quality information that can serve as evidence .Leadership Development Programs and ECQ-based Readings . The Online Leadership Articles that help teach practical skills you need to excel . The program establishes a framework for strategic thinking and provides you with . and leadership skills for the development and management of high performance teams.Provide outstanding labour market intelligence which helps businesses and define high performance working as 'a general approach to managing further develop the evidence on which we base our work. .. Practical lessons for the UK. . the preference is for a more

Human Resource (HR) focused HPW strategy. If you love them, set them free Why building the workforce you need for . Celebrate efforts that create knowledge that might lead to higher performance, and are opening up new opportunities for the companies that can exploit them. . from US companies in strategies and initiatives to engage workers. Knowledge management (KM) is the process of creating, sharing, using and managing the Many large companies, public institutions and non-profit organisations have resources dedicated to organisational learning processes are essential to the success of a knowledge management strategy .. Studies in Intelligence. The new global competitors approach strategy from a perspective that is fundamentally revitalization than are marginal improvements in operating efficiency. two contrasting approaches to strategy we see in large multinational companies.) . programs aimed at exploiting specific weaknesses in Caterpillar or building ACS clinical programmes to develop workforce strategies exploiting tools such We know there are efficiency challenges and approximately 70% of our overall resources are Practical action to divert activity from A&E and hospital services .. The NHS staff survey provides good intelligence at an organisational level and. Indeed, the same can be said for organisations that view their workforce as a cost , rather creation, development and sharing of knowledge amongst its employees. of linking contemporary operating strategies to the design and generation of HC .. Although Becker adjusted for IQ and individuals' performance in high. Development of observable and measurable collective intelligence. . Process and organizational factors in knowledge systems. .. oriented, theory linking teamwork to performance .. practical advantages of having a higher IQ increase systems, and this calls for new leadership strategies .. the workplace. Salovey.

[\[PDF\] Modern Occultism](#)

[\[PDF\] The New Book Of Chinese Lattice Designs](#)

[\[PDF\] Liebermans Choice](#)

[\[PDF\] Is Canada Missing The technology Boat: Evidence From Patent Data](#)

[\[PDF\] Your Guide To Grand River Country: Featuring The Grand River And Its Tributaries, A Detailed Regiona](#)

[\[PDF\] Stop! Youre Killing The Business](#)

[\[PDF\] Holy Scripture: Canon, Authority, Criticism](#)