

Knowledge Leadership (3 in a series)



Let's discuss "knowledge leadership"...the focus and support needed within an organization to make capturing, adapting, transferring, and reusing “what you know about what you do” part of your business processes or operations—part of a “performing and learning culture.” Effective knowledge leadership leads to more effective individual, team and organization performance and requires:

- People at all levels in the organization to believe in and support the cultural transformation necessary to enable this behavior.
- Understanding that collaborative cultures provide a better foundation for knowledge sharing than highly competitive cultures.
- Investment and commitment of resources for success.
- Understanding that advocacy and accountability are necessary – specific KM roles are necessary within the organization to increase the probability of KM success and sustain the investment in KM.
- Understanding that learning and sharing knowledge in and across teams must become a routine part of the way an organization works, resulting in open behavior, trust, and acceptance of change.
- ***Knowledge Leadership is neither a job description nor a position. It is a responsibility that can exist or occur at any level of the organization, leadership or workforce.***

For any organization, even those who “get it,” this is not easy to do since it requires an investment in time, understanding, and a commitment to accept the risk of change. But, for those organizations that are successful, the payoff is more effective and efficient performance and a highly valued workforce.

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Next: KM Concepts: Fundamentals of a Knowledge Enabled Organization