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KNOWMAN

Prerequisites and barriers to KM

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Prerequisites to KM



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- Instill an atmosphere of trust in the organization;
- Fix the culture to support knowledge sharing;
- Determine how the firm handles mistakes;
- Find customized solution;
- Be supportive and devoted!

First, start with instilling an atmosphere of trust. If employees do not trust each other, they will not share their knowledge, which is the basis for any Knowledge Management solution.

Second, fix the culture to support knowledge-sharing - employees must know that they sharing their knowledge is appreciated.

The third thing is the need to determine how the firm handles mistakes. Mistakes are made in every organization and if they are punished, employees will not be eager to share their knowledge.

The next thing you have to do is to find customized solution. KM is something that should be well-suited to the needs of the organization. There are no universal solutions that will be good for each company.

The last thing that is also very important is to be supportive and devoted. Managers should support employees in the implementation of Knowledge Management solution and they should also show that they are fully devoted to this solution that is being implemented.

Prerequisites to KM

- Ensure that cooperation and collaboration are not competition or internal rivalry;
- Identify what counts and what makes sense;
- Take a close look at the managers and how they view knowledge sharing;
- Assess employee job satisfaction and the stability of the workplace.



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Also, you need to ensure that cooperation and collaboration are not competition or internal rivalry. Otherwise, employees will treat their knowledge as a source of competitive advantage and will not share it.

Identify what counts and what makes sense – in some cases, some solutions will be better, while in others – something else will be needed. Experiment and adjust.

Take a close look at the managers and how they view knowledge sharing, as sometimes they might not support it and even boycott it among employees. They might also have problems with accepting the feedback from their subordinates.

Assess employee job satisfaction and the stability of the workplace – if employees are afraid they will be fired, they will not share their knowledge and any KM solution will not be implemented successfully.

Barriers to KM



1. Lack of a business purpose
2. Poor planning — and inadequate resources
3. Lack of accountability
4. Lack of customization

1. Successful programs start with business problems that KM can help solve. Organizations must first find out what knowledge management should look like in their companies, what are their needs and only after that prepare and implement knowledge management solution.
2. Companies often underestimate the costs of introducing a KM solution and then it appears there are no resources to continue after the pilot stage. Also, employees and management might get discouraged in the process of KM implementation.
3. Knowledge-management initiatives are likely to peter out unless responsibility for them is somebody's job. Big organizations may need several such somebodies.
4. Knowledge management is not a one-size-fits-all program. On the contrary: It works best when individual programs are tailored to the needs of individual users.

Sources and find out more!

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More about the project:
knowmanproject.eu

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