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Knowledge Protection

TAL
TECH



National University of Political Studies and Public Administration

How to protect your company know-how?

- Make employees with key knowledge not intend to leave.
- Ensure a backup structure.
- Deprive accesses if someone leaves.



Source: Pixabay

<https://pixabay.com/pl/illustrations/deska-uczy%c4%87-si%c4%99-uwaga-umiej%c4%99tno%c5%9bci-597190/>

There are several ways to protect knowledge. Basically organizations should keep employees with key knowledge. If there is a risk that knowledge will be taken away by the employee after leaving the company, it is worth providing him/her with good working conditions, paying more than the competition, listening to his/her needs, and motivating him/her so that he/she is satisfied and does not consider leaving.

However, it happens that despite the employer's best efforts, people leave anyway, so it is worth ensuring that employees share their knowledge with others to create a good back up structure. Key knowledge should be kept by the organization. It may be transferred and stored in the form of written instructions, training recordings, or others, but it should be available in IT-based databases.

Make sure that, on the part of the employee leaving the company, he or she will lose access to accounts and systems, and regularly change the passwords to the most important tools.

How to protect your company know-how?

- Non-disclosure agreements with employees.
- Rethink with whom you share key knowledge.
- Protect knowledge using intellectual property rights such as patents, copyrights etc.



Source: Pixabay
<https://pixabay.com/pl/illustrations/rewizja-podatek-kontrola-3929140/>

The other common practice to protect knowledge is to sign non-disclosure agreements with employees and specify the consequences of disclosing trade secrets, such as financial penalties.

Moreover, a company should rethink with whom it shares key knowledge. It is worth being very careful in this case, not every partner or employee has to have good intentions, therefore the circle of people who have key knowledge such as strategies, and policies that leakage can harm the company should be limited. Here, too, it is important to select partners and employees carefully and to learn about them in advance to minimize the risk that they will act against the company.

We can also protect knowledge using intellectual property rights such as patents, copyrights etc.

How to protect knowledge from cybercrime?

- Stable, secure internet connections, updated softwares, firewalls and advanced antivirus protection.
- Education on security and safe use practices.
- System monitoring to rapidly detect – and isolate – any hostile events.
- Backup and recovery system.



Source: Pixabay
<https://pixabay.com/pl/illustrations/bezpiecze%c5%84stwo-cybernetyczne-3374252/>

There are also many ways to protect knowledge from cybercrime. First and foremost, the employer must take care of the basic and crucial things, such as a stable and secure Internet connection, updated software, and the installation of appropriate firewall and antivirus technologies.

The IT team should make sure that all employees have strong passwords and that they are trained and educated on threats such as phishing and know how to react to them.

Organizations should also implement comprehensive system monitoring to rapidly detect – and isolate – any hostile events, and maintain comprehensive, frequent, reliable backup and recovery systems.

Sources and find out more!

CYBERCRIME: 9 Steps to Safeguard Your Organizations Data and Technology

<https://redlevelgroup.com/cybercrime-9-steps-to-safeguard-your-organizations-data-and-technology/>

How to protect your know-how? Use a knowledge base programme in your company?

<https://hcmdeck.com/en/blog/how-to-protect-company-know-how/>

How to protect your company's knowledge during the Great Resignation

<https://onna.com/blog/how-to-protect-your-companys-knowledge>

Protecting Organizational Knowledge: A Structured Literature Review.

https://www.researchgate.net/publication/279029313_Protecting_Organizational_Knowledge_A_Structured_Literature_Review



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More about the project:
knowmanproject.eu

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