



# **The KNOWLEDGE- ENABLED ORGANIZATION**

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**Moving From “Training” to “Learning”  
to Meet Business Goals**

**Daniel R. Tobin, Ph.D.**

# The Knowledge Enabled Organization Moving From Training By Learning To Meet Business Goals

**Luis M. Camarinha-Matos, Willy Picard**



## **The Knowledge Enabled Organization Moving From Training By Learning To Meet Business Goals:**

The Knowledge-enabled Organization Daniel R. Tobin, 1998 In today's knowledge era employees with the greatest skills and information drive world class performance So why do companies continue to throw money at irrelevant training activities This provocative insightful book reveals why conventional training methods are obsolete And it outlines a new way to actively bolster the skills and knowledge truly needed to achieve business goals and foster a positive learning environment

*Methods and Tools for Effective Knowledge Life-Cycle-Management* Alain Bernard, Serge Tichkiewitch, 2008-04-01 Knowledge Management is a wide critical and strategic issue for all the companies from the SMEs to the most complex organizations The key of competitiveness is knowledge because of the necessity of reactivity flexibility agility and innovation capacities Knowledge is difficult to measure itself but what is visible this is the way of improving products technologies and enterprise organizations During the last four years based on the experience of most of the best experts around the World CIRP The International Academy for Production Engineering has decided to prepare and structure a Network of Excellence NoE proposal The European Community accepted to found the VRL KCiP Virtual Research Laboratory Knowledge Community in Production As its name indicates it the aim of this NoE was really to build a Knowledge Community in Production This was possible and realistic because the partners were representative of the most important universities in Europe and also because of strong partnerships with laboratories far from Europe Japan Australia South Africa USA etc Based on such powerful partnership the main issue was to help European manufacturing industry to define and structure the strategic knowledge in order to face the strategic worldwide challenges Manufacturing in Europe currently has two essential aspects 1 It has to be knowledge intensive given the European demands for high tech products and services e.g. electronics medicines

Managing Knowledge Stephen Little, Tim Ray, 2012-06-21 Knowledge management is crucial to organizational learning innovation and success within organizations The Second Edition of the successful knowledge management reader provides a core source of key theoretical thinkers in the field and presents the most up to date leading edge articles that explore emerging trends A comprehensive introduction places these readings in context and draws together key strands across the field The new reader includes new and revised chapters as well as newly authored material to provide students with a current resource that enables the study of knowledge management from a variety of perspectives Theoretical work and engaging case studies place knowledge management in the context of an emerging global economy

**Knowledge Management for the Information Professional** Taverekere Srikantaiah, Michael E. D. Koenig, 2000 Comprises 28 essays on knowledge management in a broader transorganizational context Covers five major areas overview of knowledge management background issues in knowledge management creating the culture of learning and knowledge sharing in the organization tools and technologies involved and case studies of its application in a number of contexts

**Knowledge Management Handbook** Jay Liebowitz, 1999-02-25 Many organizations are now realizing that their competitive edge lies

mostly in the brainpower the intellectual capital of their employees and management To stay ahead of the pack companies must leverage their knowledge internally and externally But it is not enough to develop lessons learned databases Experts now believe the current savior of organizations is knowledge management the conceptualization review consolidation and action phases of creating securing combining coordinating and retrieving knowledge in short the process of creating value from an organization s intangible assets Jay Liebowitz one of the leading knowledge management and expert systems authorities in the world brings together over thirty articles contributed by the top researchers and practitioners to produce what seems destined to become the key reference for this emerging field With it you will find How to create a knowledge sharing environment How senior executives can show tangible benefits using methods that value the intellectual capital especially the human capital within the organization How knowledge management is not the same as information management How senior management commitment and involvement are essential to the success of a knowledge management system

**Second European Conference on Knowledge Management** Dan Remenyi,2001 Coping with Continuous Change in the Business Environment Antonie Botha,Derrick Kourie,Retha Snyman,2014-01-23 Aimed at knowledge management professionals and students in the field of knowledge management information science information systems and software engineering the book provides answers to the what is and why is questions with regard to knowledge management It investigates the concepts and elements the drivers and challenges involved in knowledge management In the second part of the book the how and with what characteristics of knowledge management are covered Although knowledge management is primarily concerned with non technical issues this book concentrates on the technical issues and challenges A new technology framework for knowledge management is proposed to position and relate the different knowledge management technologies as well as the two key applications of knowledge management namely knowledge portals and knowledge discovery including text mining Best practices for a number of knowledge management issues are discussed A new technology framework for knowledge management is proposed to position and relate the different knowledge management technologies Written by internationally acknowledged KM researchers and practitioners Organizations and Management in Cross-Cultural Context Zeynep Aycan,Rabindra N Kanungo,Manuel Mendonca,2014-02-13 Winner in the Management and Leadership Textbook Category at CMI Management Book of the Year Awards 2015 An ideal course text for Organizational Behaviour Human Resource Management or Cross Cultural Management courses Chapters present the fundamental theoretical approaches in all key areas including leadership ethics and change and then explore them in the context of culture and cross cultural management Encourages self reflection and critical appraisal through a series of questions and scenarios designed to get you thinking like a manager working with an international team Provides practical guidance on tackling the most complex issues facing managers today Contains insights into the experiences of real employees working in a multicultural environment The companion website provides a wealth of additional material to support

students and teachers alike      **Business** [REDACTED],2003      The Wright Way Mark EPPLER,2003-10-24 When Wilbur and Orville Wright executed the first successful manned flight on December 17th 1903 they stunned the world Man could fly Where had these two brothers come from The impact was astonishing Imagine if Neil Armstrong had landed on the moon in a craft he built himself and paid for with a part time job In ushering in the age of flight the Wright brothers got past numerous obstacles the world s other scientists hadn t even begun to tackle The Wright Way defines seven essential problem solving principles the brothers used in accomplishing this enormous feat and shows readers how to apply them to common business problems The book presents practical inspirational principles for achievement including Hammering out problems through constructive conflict Addressing the toughest issues or worst things first Achieving perfection through inveterate tinkering Pursuing useful knowledge through forever learning The book gives business leaders and managers constructive tips they can use to tackle their most difficult and rewarding challenges and opportunities A perfect combination of savvy management guidance and historical adventure story The Wright Way shows readers how to make their business soar when others can t even get off the ground      **Knowledge Management** Morgen MacIntosh,Taverekere Srikantaiah,2000 Here is the first comprehensive reference to the literature available for the individual interested in KM featuring citations to over 1 500 published articles 150 Web sites and more than 400 books Organized by topic area this is a natural companion volume to Knowledge Management for the Information Professional and an important tool for anyone charged with contributing to or managing an organization s intellectual assets      **Handbook of Public Information Systems** Kenneth Christopher,2005-03-29 Delivering IT projects on time and within budget while maintaining privacy security and accountability is one of the major public challenges of our time The Handbook of Public Information Systems Second Edition addresses all aspects of public IT projects while emphasizing a common theme technology is too important to leave to the technocrats      **Knowledge Management in Theory and Practice, second edition** Kimiz Dalkir,2011-03-04 A comprehensive text and reference provides both substantive theoretical grounding and pragmatic advice on applying key concepts The ability to manage knowledge has become increasingly important in today s knowledge economy Knowledge is considered a valuable commodity embedded in products and in the tacit knowledge of highly mobile individual employees Knowledge management KM represents a deliberate and systematic approach to cultivating and sharing an organization s knowledge base It is a highly multidisciplinary field that encompasses both information technology and intellectual capital This textbook and professional reference offers a comprehensive overview of the field of KM providing both a substantive theoretical grounding and a pragmatic approach to applying key concepts Drawing on ideas tools and techniques from such disciplines as sociology cognitive science organizational behavior and information science the text describes KM theory and practice at the individual community and organizational levels It offers illuminating case studies and vignettes from companies including IBM Xerox British Telecommunications JP Morgan Chase and Nokia This second edition has been

updated and revised throughout New material has been added on the information and library science perspectives taxonomies and knowledge classification the media richness of the knowledge sharing channel e learning social networking in KM contexts strategy tools results based outcome assessments knowledge continuity and organizational learning models KM job descriptions copyleft and Creative Commons and other topics New case studies and vignettes have been added and the references and glossary have been updated and expanded

Knowledge Management in Organizations Lorna Uden, Marjan Heričko, I-Hsien Ting, 2015-08-03 This book contains the refereed proceedings of the 10th International Conference on Knowledge Management in Organizations KMO 2015 held in Maribor Slovenia in August 2015 The theme of the conference was Knowledge Management and Internet of Things The KMO conference brings together researchers and developers from industry and academia to discuss how knowledge management using big data can improve innovation and competitiveness The 59 contributions accepted for KMO 2015 were selected from 163 submissions and are organized in topical sections on knowledge management processes successful knowledge sharing and knowledge management practices innovations for competitiveness knowledge management platforms and tools social networks and mining techniques knowledge management and the Internet of Things knowledge management in health care and knowledge management in education and research

*Human Resource Development* Juani Swart, Clare Mann, Steve Brown, Alan Price, 2012-08-21 Each chapter in Human Resource Development provides the reader with commentary activities and review sections in an integrated approach The action oriented approach is vital for practicing managers but increasingly for postgraduate and final year undergraduates who have work experience It is this aspect of the book that fills a gap that currently exists in the market This text reflects organizational realities and balances and integrates the coverage of individuals teams and organizational learning The book is written in a straightforward manner and explains concepts and key issues in a lucid style The activities are focused and are better suited to encouraging readers to learn

*Feeding Your Leadership Pipeline* Daniel R. Tobin, 2010-08-01 Over the next 5 to 10 years companies will be faced with retiring baby boomer leadership talent and will need to develop the next generation of leaders Many large companies have substantial leadership development programs in place but what about small to mid sized companies facing the same talent crisis but without the resources or programs to replace their key leaders Feeding Your Leadership Pipeline provides a blueprint for leadership development precisely for these smaller companies It presents a menu of options to identify high potential talent define key leadership competencies in your company provide easy to implement steps to build a leadership development program harness the power of mentoring and coaching evaluate program effectiveness and calculate what it will cost

**Handbook of Industrial Engineering** Gavriel Salvendy, 2001-05-25 Unrivalled coverage of a broad spectrum of industrial engineering concepts and applications The Handbook of Industrial Engineering Third Edition contains a vast array of timely and useful methodologies for achieving increased productivity quality and competitiveness and improving the quality of working life in manufacturing and service

industries This astoundingly comprehensive resource also provides a cohesive structure to the discipline of industrial engineering with four major classifications technology performance improvement management management planning and design control and decision making methods Completely updated and expanded to reflect nearly a decade of important developments in the field this Third Edition features a wealth of new information on project management supply chain management and logistics and systems related to service industries Other important features of this essential reference include More than 1 000 helpful tables graphs figures and formulas Step by step descriptions of hundreds of problem solving methodologies Hundreds of clear easy to follow application examples Contributions from 176 accomplished international professionals with diverse training and affiliations More than 4 000 citations for further reading The Handbook of Industrial Engineering Third Edition is an immensely useful one stop resource for industrial engineers and technical support personnel in corporations of any size continuous process and discrete part manufacturing industries and all types of service industries from healthcare to hospitality from retailing to finance Of related interest HANDBOOK OF HUMAN FACTORS AND ERGONOMICS Second Edition Edited by Gavriel Salvendy 0 471 11690 4 2 165 pages 60 chapters A comprehensive guide that contains practical knowledge and technical background on virtually all aspects of physical cognitive and social ergonomics As such it can be a valuable source of information for any individual or organization committed to providing competitive high quality products and safe productive work environments John F Smith Jr Chairman of the Board Chief Executive Officer and President General Motors Corporation From the Foreword

Navigating New Cyber Risks Ganna Pogrebna, Mark Skilton, 2019-06-10 This book is a means to diagnose anticipate and address new cyber risks and vulnerabilities while building a secure digital environment inside and around businesses It empowers decision makers to apply a human centred vision and a behavioral approach to cyber security problems in order to detect risks and effectively communicate them The authors bring together leading experts in the field to build a step by step toolkit on how to embed human values into the design of safe human cyber spaces in the new digital economy They artfully translate cutting edge behavioral science and artificial intelligence research into practical insights for business As well as providing executives risk assessment analysts and practitioners with practical guidance on navigating cyber risks within their organizations this book will help policy makers better understand the complexity of business decision making in the digital age Step by step Pogrebna and Skilton show you how to anticipate and diagnose new threats to your business from advanced and AI driven cyber attacks

**Pervasive Collaborative Networks** Luis M. Camarinha-Matos, Willy Picard, 2008-08-08 COLLABORATIVE NETWORKS Becoming a pervasive paradigm In recent years the area of collaborative networks is being consolidated as a new discipline Camarinha Matos Afsarmanesh 2005 that encompasses and gives more structured support to a large diversity of collaboration forms In terms of applications besides the traditional sectors represented by the advanced supply chains virtual enterprises virtual organizations virtual teams and their breeding environments new forms of collaborative structures

are emerging in all sectors of the society Examples can be found in e government intelligent transportation systems collaborative virtual laboratories agribusiness elderly care silver economy etc In some cases those developments tend to adopt a terminology that is specific of that domain often the involved actors in a given domain are not fully aware of the developments in the mainstream research on collaborative networks For instance the grid community adopted the term virtual organization but focused mainly on the resource sharing perspective ignoring most of the other aspects involved in collaboration The European enterprise interoperability community which was initially focused on the intra enterprise aspects is moving towards inter enterprise collaboration Collaborative networks are thus becoming a pervasive paradigm giving basis to new socio organizational structures

**The Rise of Personal Development Training in Organizations** Xiaowei Luo,2000



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