ESARDA WG TKM

What do we mean with Knowledge Management?

Thomas Jonter, Chair, WG Training and Knowledge Management
Knowledge Management

"The process of organizing and distributing an organization’s collective wisdom so the right information gets to the right people at the right time"

Organizational Behavior, Stephen P. Robbins and Timothy A. Judge
Oxford Diploma in Organisational Leadership

Module 1: Understanding organisational success

Module 2: The strategic mindset

Module 3: Meeting the organisational change

Module 4: The strategic leader
Knowledge Management (Collison, Parcell)
What do we mean with Knowledge Management?

“Knowledge management comprises a range of strategies and practices used in an organisation to identify, create, represent and distribute and enable adoptions of insights and experiences”

Wikipedia
"Knowledge Management is the discipline of enabling individuals, teams and entire organisations to collectively and systematically create, share and apply knowledge, to better achieve their objectives"

Ron Young, CEO/CKO Knowledge Associates International
"The capabilities by which communities within an organisation capture the knowledge that is critical to them, constantly improve it and make it available in the most effective manner to those who need it, so that they can exploit it creatively to add value as a normal part of their work"

GlaxoSmithKline
Knowledge Management

- Established as an academic discipline in 1991
  Ikujiro Nonaka and Hirotaka Takeuchi, Hitotsubashi University, Baruch Lev, New York University

- The Swedish company Skandia hired the world’s first Chief Knowledge Officer in the early 1990s
Research

• What is an organisation and how can an organisation change its culture so as to achieve certain goals?

• How can an organisation perform better? – maximize the (intangible) assets of the organisation

• Knowledge is central: share information, combine tacit and explicit knowledge, combine knowledge in a system (organisation) and individual capabilities to learn, transfer of new knowledge (innovation)
Knowledge Management (Collison, Parcell)

Knowledge in people and networks

Captured Knowledge

Using Knowledge

Learn during

Learn before

Learn after

Individual

Books

Environment (Culture)

Results £$

@12manage.com
Example of academic journals

- Electronic Journal of Knowledge Management
- Information Knowledge and System Management
- Interdisciplinary Journal of Information, Knowledge Management
- International Journal of Knowledge and Research in Management
- Journal of Knowledge Management, Economics and Information Technology
- Journal of Knowledge Management Practice
- Knowledge and Management of Aquatic Ecosystems
- Knowledge and Process Management
- Knowledge Management & e-learning
Strategies

• Business strategy: how should the organisation align and combine its capacities and capabilities so as to perform better (i.e. achieve the goals that are formulated in the strategy).

• Tools to be used: create databases, knowledge mapping, best practice transfer, competence management, cross-project learning etc.
Technology

- How to use technology in order to disseminate and share knowledge more effectively
How should ESARDA deal with knowledge management?

• Not at all. It is a task for each individual company and organisation. They know best what they need.

• Create a new ESARDA WG: for example, organizing courses, conferences and workshop

• Within WG TKM’s activities
Within TKM’s activities

• Maintaining historical knowledge/Information gathering:

- Produce and disseminate course material
- Create courses in collaboration between ESARDA, regular authorities and universities: a good example is the 8th ESARDA course in Nuclear Safeguards and Non-proliferation at Uppsala University, Sweden (ESARDA, SSM and Uppsala University)
Train-trainers-prokects in former Soviet Union: SSM, SU, CSN, SIPRI, IAEA

- **Main partners** – regional academic institutions
- **Outreach with limited resources** (16 regional universities)
- **Objectives**
  - Create sustainable non-proliferation knowledge (courses and programs, research programs including PhD students)
  - Collaboration between Political science/humanities and technical sciences
  - Stimulate networking
• Collaborative efforts:
  - Design specialized training courses for certain target groups:
    - for example, Diplomats
    - States in immediate need of safeguards and nonproliferation knowledge (a developing state with little or no nuclear experience)
Manage the knowledge of staff and resources

- Analyze the needs for training and education in Europe