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Programme : M.A.HUMAN RESOURCE MANAGEMENT

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UNIT – III
Planning For Strategic KM

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Planning for Strategic Knowledge Management (KM)

Developing Strategies for Effective Knowledge Leadership

Agenda

- - Defining Strategy
- - Development of Strategic KM
- - Knowledge Leadership
- - The Seven Strategic Levers
- - Creating Successful Knowledge Strategies
- - KM in Practice

Defining Strategy

- - What is strategy?
- - Importance of aligning KM with organizational goals
- - Elements of a strategic approach

Importance of Strategic KM

- - Enhances innovation and decision-making
- - Aligns knowledge processes with business objectives
- - Drives competitive advantage

Development of Strategic KM

- - Steps in KM strategy development:
- 1. Assessing current knowledge assets
- 2. Identifying gaps
- 3. Setting goals and priorities

Knowledge Leadership

- - Role of leadership in KM
- - Characteristics of effective knowledge leaders
- - Building a knowledge-focused culture

The Seven Strategic Levers

- - 1. Knowledge vision
- - 2. Knowledge sharing
- - 3. Knowledge retention
- - 4. Knowledge creation
- - 5. Knowledge measurement
- - 6. Technology enablement
- - 7. Continuous improvement

Creating Successful Knowledge Strategies

- - Aligning KM with organizational goals

- - Fostering collaboration and engagement

- - Measuring success

Key Challenges in Strategic KM

- - Overcoming resistance to change

- - Balancing tacit and explicit knowledge

- - Ensuring technological integration

KM in Practice: Case Study 1

- - Real-world example of strategic KM implementation
- - Key outcomes and lessons learned

KM in Practice: Case Study 2

- - Another successful KM example
- - Insights for application

Framework for KM Implementation

- - Key components of a KM framework

- - Tools and processes

- - Steps to implementation

Measuring KM Success

- - Key performance indicators (KPIs) for KM
- - Tools for tracking progress
- - Reporting and continuous improvement

Role of Technology in Strategic KM

- - Technologies supporting KM
- - Examples: Knowledge repositories, AI tools
- - Emerging trends

Fostering a Knowledge Culture

- - Importance of culture in KM success
- - Strategies for promoting knowledge sharing

KM and Organizational Learning

- - Link between KM and learning organizations
- - Continuous learning as a strategic asset

KM Trends and Innovations

- - Current trends in KM
- - Future directions and innovations

Developing a Knowledge Ecosystem

- - Creating a sustainable KM environment
- - Integrating people, processes, and technology

Lessons from Strategic KM

- - Summary of key lessons
- - Practical tips for success