

Institutional Knowledge Sharing for Organizational Change

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We can use knowledge sharing (KS) principles, methods, and tools to support our organization's development and change. They can help us build internal capacity so that we can work, in even more effective ways, towards our mission and to sustain ourselves over the long term. That is:

- KS can help us recognize and deal with today's complexities, while strengthening our skills and attitudes. It also supports organizational learning and evaluation processes.
- By incorporating KS tools and methods into its strategic planning and change processes, our management can promote involvement, buy-in, and follow-up action of both staff and stakeholders.

- Systematic KS can make organizational day-to-day business more effective, visible, and transparent.

The Institutional KS Project supports activities for the three strategic areas: (1) Capacity building, M&E, and learning; (2) Strategies and change management; (3) Problem solving and best practices. The project looks at the potential impact of KS for organizational development from both a transformational perspective (see quadrant A and B), and from the practical perspective (see quadrant C and D).

Links: KS Toolkit: www.kstoolkit.org
KS Project: www.ks-cgiar.org
ICT-KM Program: <http://ictkm.cgiar.org>

