



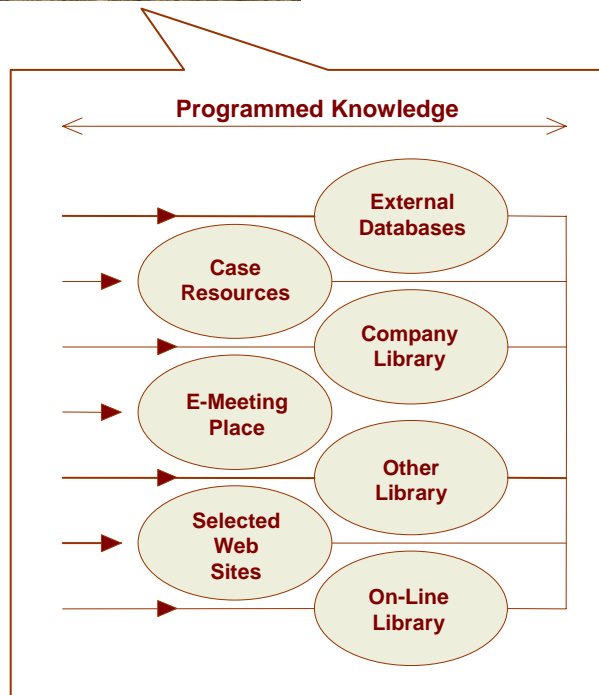
Managing New Learning & Knowledge Harvesting to Maximise Competitive Advantage

What are the events for success in the process of knowledge harvesting?





Selecting and Preparing Fertile Ground



Timing and Organisation Readiness

Business focus

HR strategy

Organisational commitment

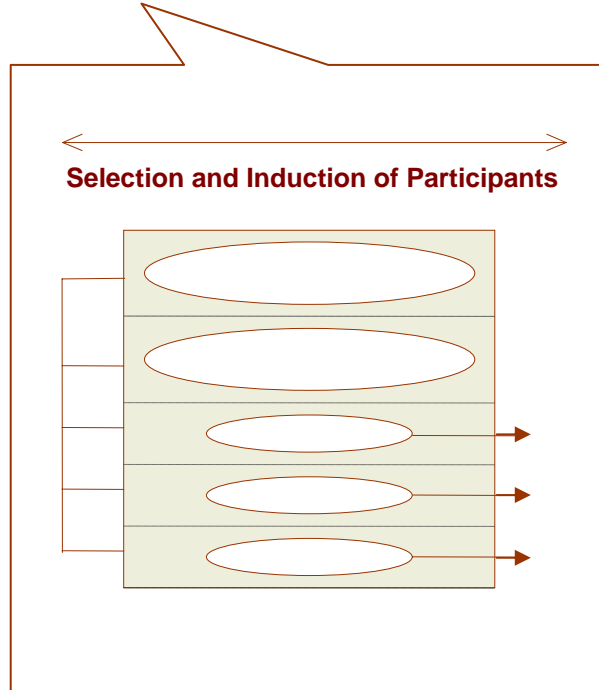
Culture factors & internal marketing

Planning resources and supporting learning infrastructures

Policy decisions



Choosing the Seed Corn



Selection of Key Role Participants

Selection and induction of participating managers

Psychometric inventories

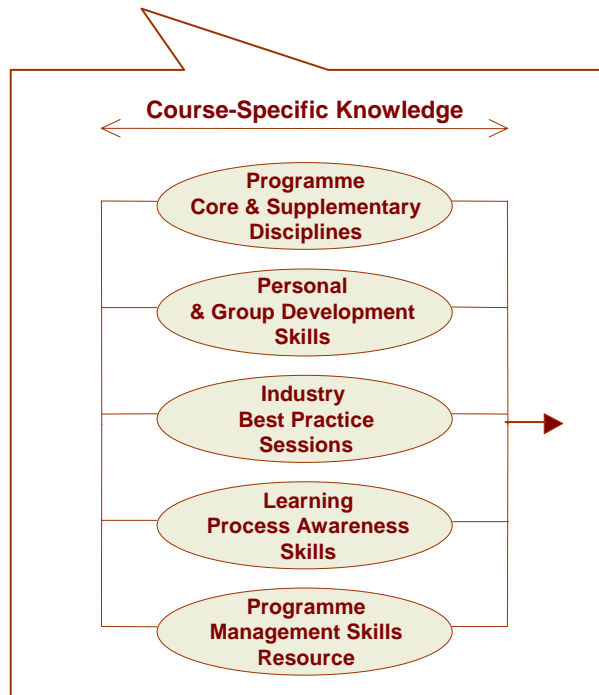
Learning styles and diagnostics

Faculty planning and contracting

Accreditation issues & planning



Nurturing Growth



Developing Skill-sets and Competencies

Programme Curriculum planning and scheduling

Learning to learn capabilities

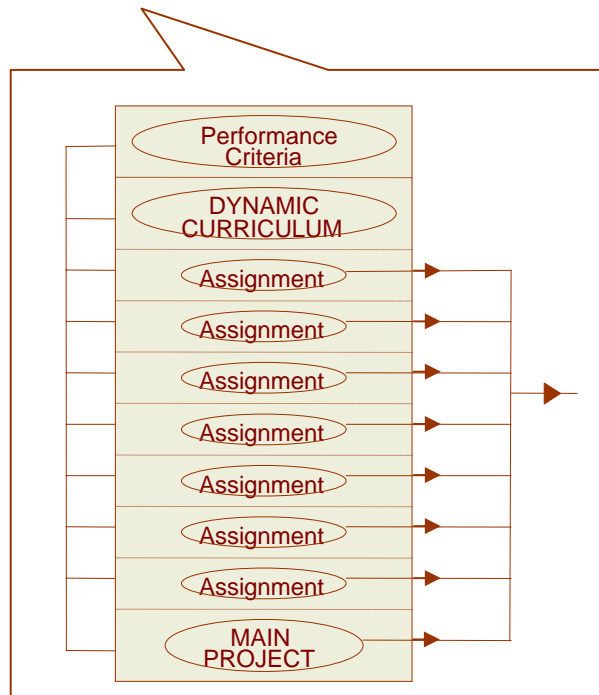
Developing personal and group skill-sets

Capability potential

Industry best practice



Gathering in the Crop



Live Issue Assignments and Projects

Apply QA assessment criteria

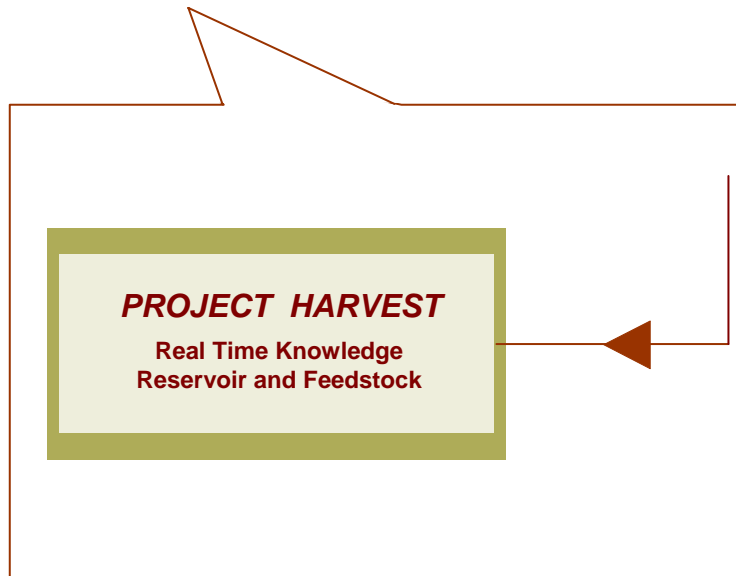
Gather outputs resulting from real-time learning assignments

Collection and collation of documented/assessed learning

Feedback structure



Storage



Capturing the New Learning Outcomes

Database selection and set up

Transfer of acquired industry specific knowledge to database

Access protocols



Milling – Refining the Crop

Managing the New Learning as a Knowledge Resource

Establishing how the acquired knowledge can be best used to stimulate competitive behaviour - advantage

Converting for multiple uses

Research studies



PROJECT HARVEST

Real Time Knowledge
Reservoir and Feedstock



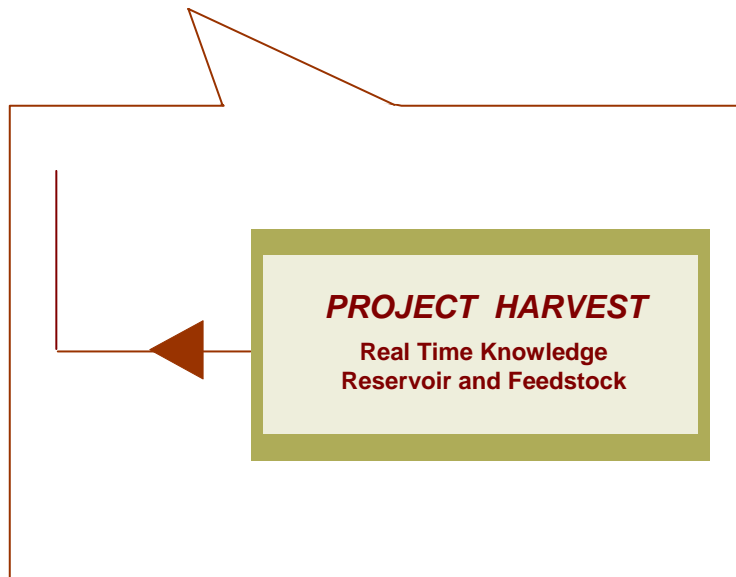
Producing the Results - Baking the \$Bread\$

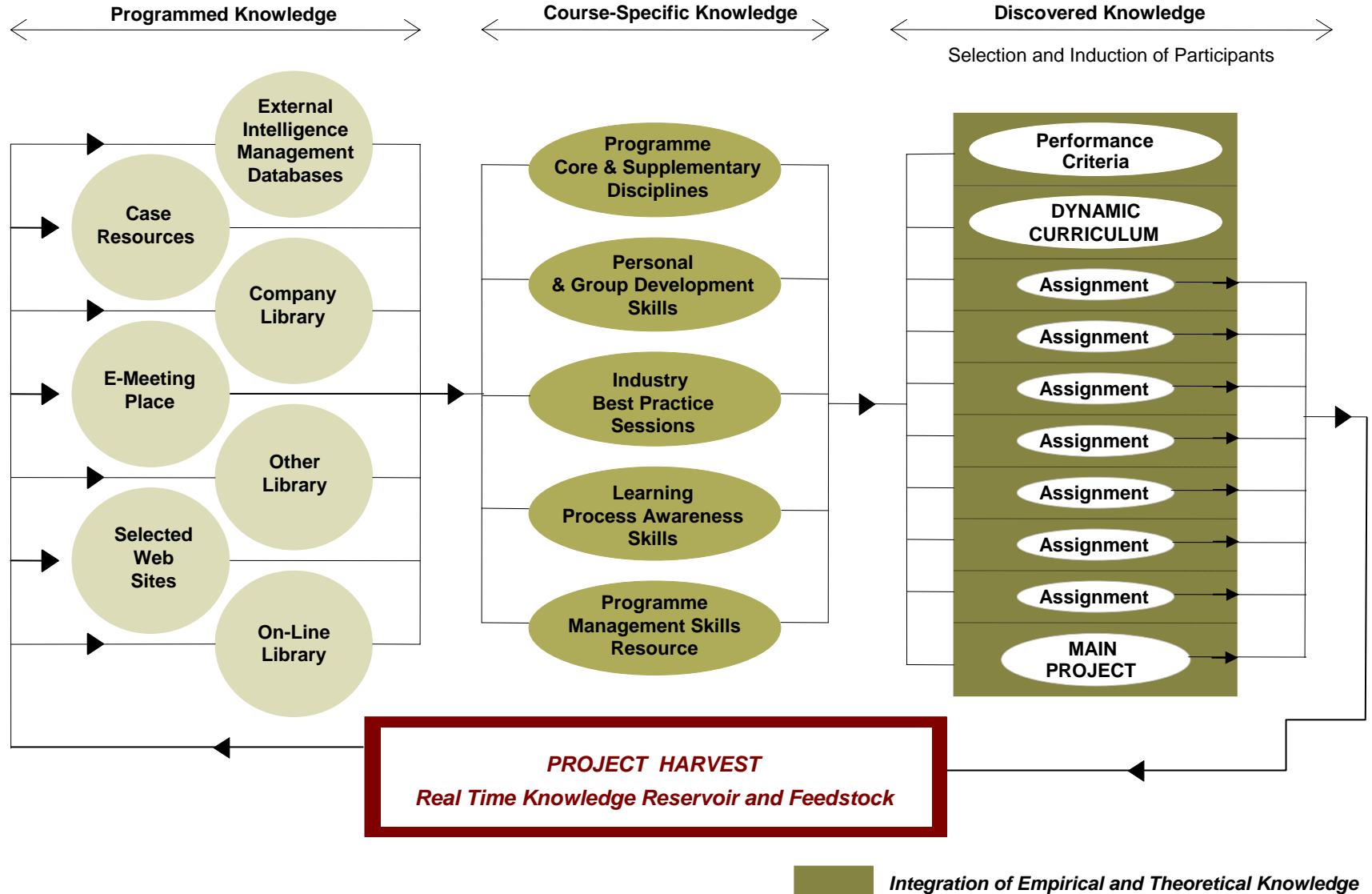
Disseminating New Learning for Future Development & Success

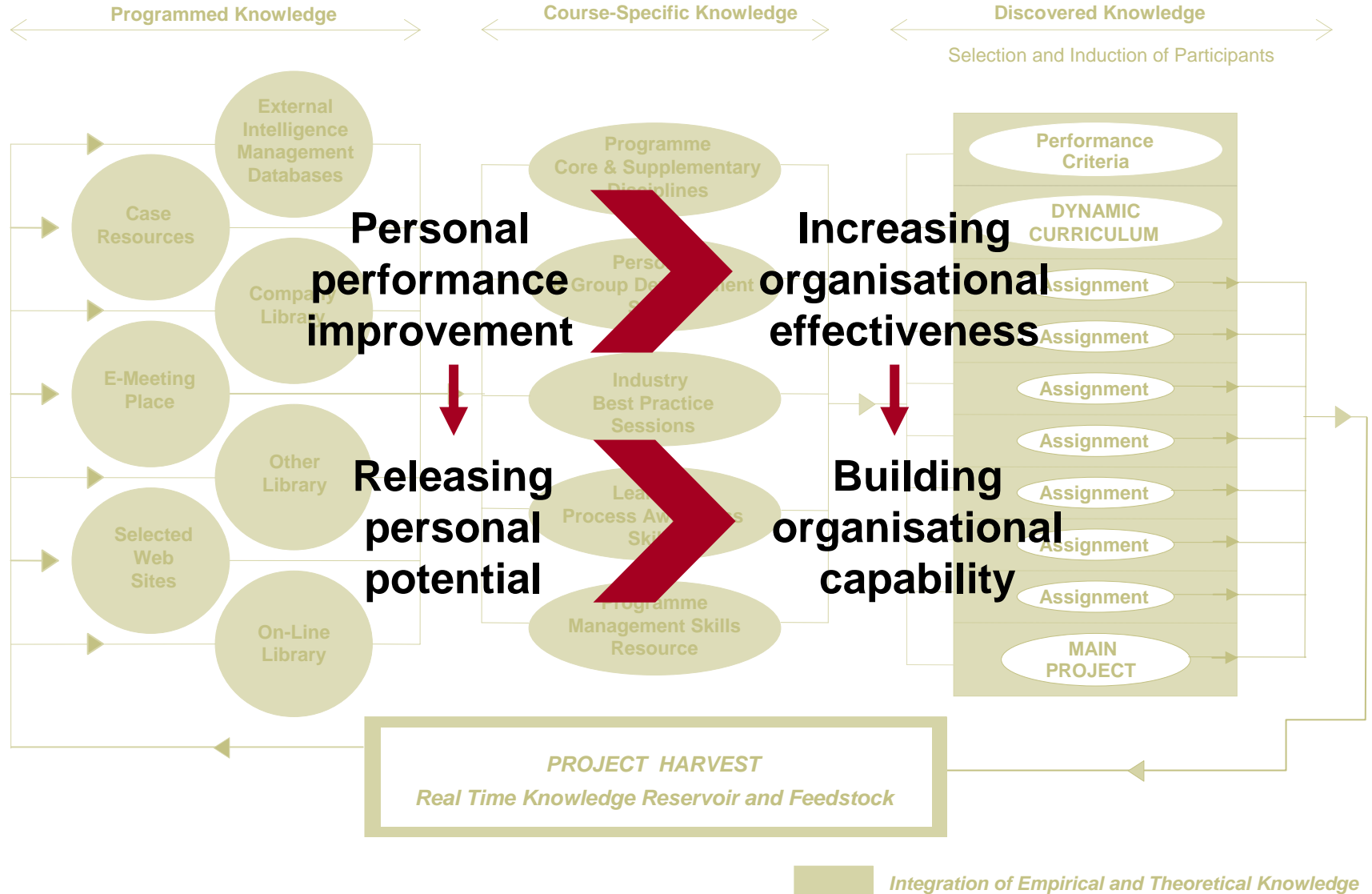
Future development and success will depend on the effective dissemination and application of new learning.

Would be easy to sit on this invaluable resource and not embrace its full potential.

Makes the difference between organisational success and stagnation.







Learning Process Engines of Transformation and Regeneration

L => C

