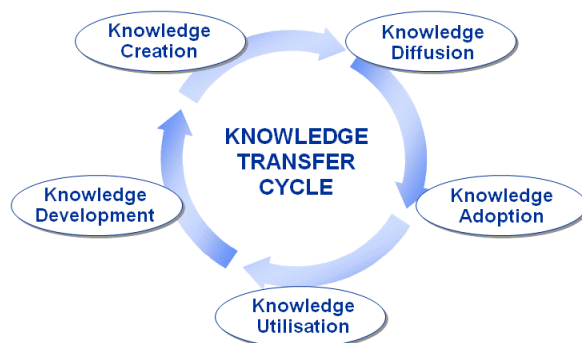


Transferring Knowledge



What is it?

Transferring Knowledge is a structured approach to guarantee that the knowledge required to implement and sustain change is identified, developed, transferred, applied and built during a consultancy assignment.

What is it used for?

It ensures that organisations become self sufficient in sustaining change and reduces the need for external support.

What are the benefits?

With new understanding people are likely to adopt new ways of working and behaviours. The Knowledge Transfer Cycle ensures that the knowledge that underpins self sufficiency and sustainability stays with the client.

How does it work?

Used together, the knowledge transfer cycle mirrors the changing relationship between consultant and client.

Knowledge Creation

- Our consultants initially take the lead, drawing on our methodologies, expertise, experience and best practice. We build the overall approach and customise a suite of interventions to suit the client's needs.

Knowledge Diffusion

- Our consultants train the client's change leaders in the selected theory, approaches and techniques. This learning may be through workshops, pilots and pioneer learning families where the client's leaders and facilitators take a supportive role.

Knowledge Adoption

- At this stage, leaders, teams and individuals explore and test their new knowledge. We help to fine tune it and put it into the context of the organisation's own culture, strategy and goals.

Knowledge Utilisation

- We continue to provide support as responsibility for applying knowledge from the classroom to the workplace shifts to the client. We coach leaders and facilitators to extend the application of their knowledge and lead learning from within.

Knowledge Development

- Change leaders begin to evolve new approaches and extend them across the whole of their enterprise. These new solutions create a unique knowledge base for the client's next phase of renewal.