

### How to map your knowledge

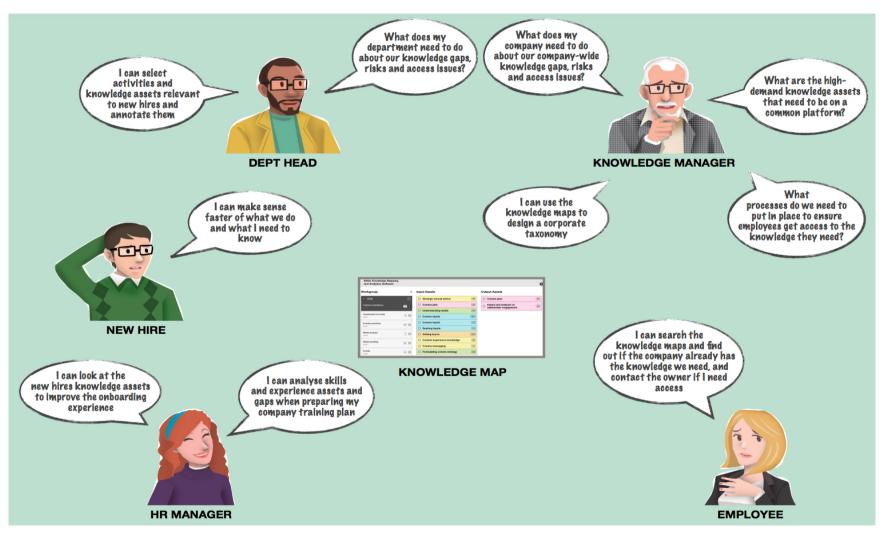
21 June 2023

### We can cover

- Identifying the objectives of knowledge mapping
- Identifying the knowledge to map
- Organising the mapping exercise/ selecting the right participants
- Process, methods and tools
- What knowledge maps can tell us



### Identifying the objectives



http://www.greenchameleon.com/gc/guide\_detail/poster\_on\_conducting\_a\_knowledge\_audit/

### Knowledge types - more than just documents

Information/ explicit knowledge codified in documents, text, pixels, bytes, etc.

Implicit knowledge, embodied in a team's ways of working, but not completely documented.

**Documents** & Data **Methods** Skills Relationships **Experience Natural Talent** 

Relationships of familiarity and trust that give you access to the knowledge of other people when you need it.

> Innate knowledge that occurs naturally in some people; cannot be learnt or transferred.

People's ability to perform a task competently, usually acquired through training and practice.

Deep tacit knowledge built up over time, gives an ability to identify trends and patterns around us, and to respond effectively to challenges.

### Knowledge types - examples

Manuals, policies, guidelines, media files, databases

Knowledge that helps you get the work **Skills** 

**Experience** 

Getting stakeholder buy-in, conducting an investigation, networking, organising events Documents & Data

**Methods** 

Relationships done

Writing skills, research skills, analytical skills, project management skills

Industry bodies, service providers, government agencies, sponsors, experts, internal and external key contacts

Natural Talent Detecting fraud, spotting trends, anticipating issues, dealing with challenges

Fashion design, complex mathematics, anything you need to hire a headhunter for



### If you know the knowledge types, you know how to manage them

Document/records/information management Document/data sharing platforms

**Training** Sharing through communities of practice. Documentation by SOPs

Sharing through

Team building

Sharing sessions

Networking sessions

**Documents** & Data **Methods Skills** Knowledge that helps you get the work Relationships done **Experience** communities of practice **Natural Talent** 

Maintain high job satisfaction

Training provision incl OJT Mentoring, Sharing through communities of practice Coaching

Sharing through communities of practice, Mentoring, Coaching Job placement Expertise interviews, small group sharing, storytelling



### Organising the mapping exercise

#### ACTIVITY

#### **OUTPUT**

#### **PURPOSE**

### IDENTIFYING & INVITING THE RIGHT PARTICIPANTS

2-3 reps per workgroup; suitably qualified; representing all distinct business activities.

#### KNOWLEDGE MAPPING WORKSHOPS

n x 1-day workshops 8-12 workgroups per in-person workshop; 1-2 workgroups per online workshop

#### KNOWLEDGE REQUESTS

n days of 1-hr drop-ins to review others' knowledge maps and identify useful knowledge held elsewhere; same staff as workshops

#### **Knowledge Maps**

#### Describe:

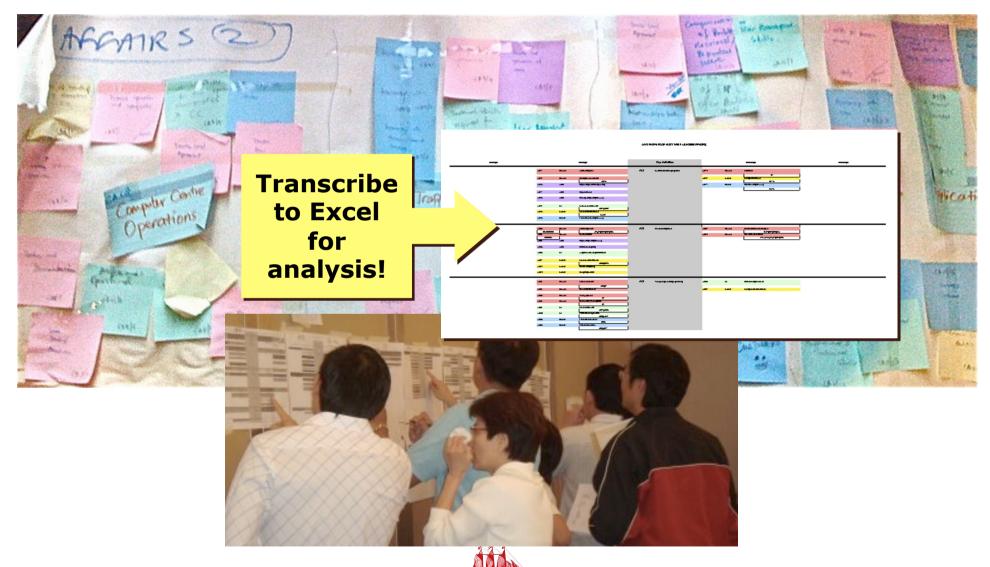
- key business activities
- knowledge and information resources
- people and organisations interacted with
- locations of key documents
- sources of knowledge (individuals, teams)
- resources with knowledge risks, gaps, accessibility issues
- Identify high demand knowledge resources across organisation
- Map of potential knowledge flows to compare with current knowledge flows

- ✓ To identify knowledge resources to be prioritised for management
- ✓ To assess potential for improvements in cross-organisation knowledge sharing
- ✓ Basis for building a KM plan, strategy or framework



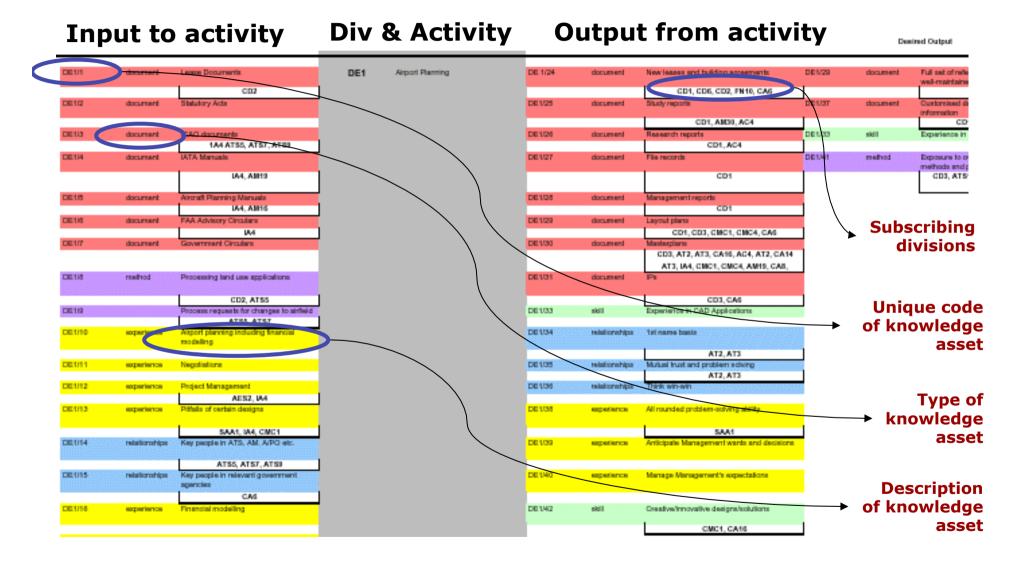
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### What the process looks like



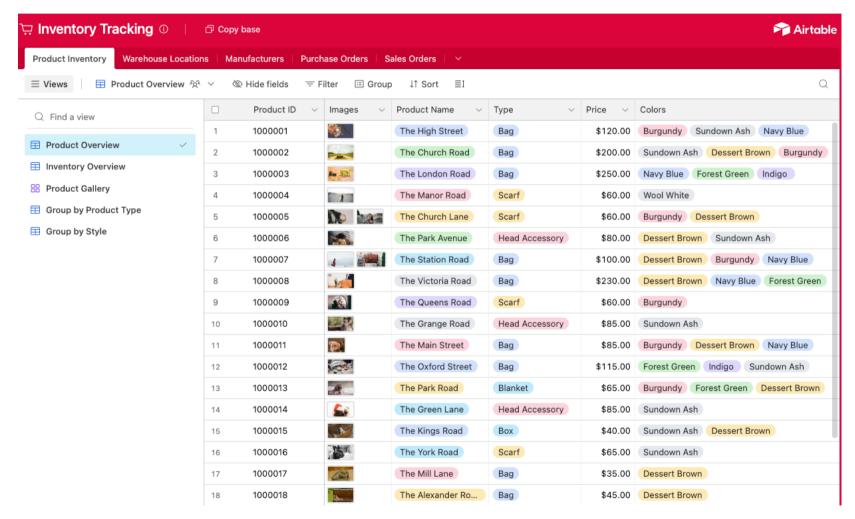
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# Knowledge map – example 1





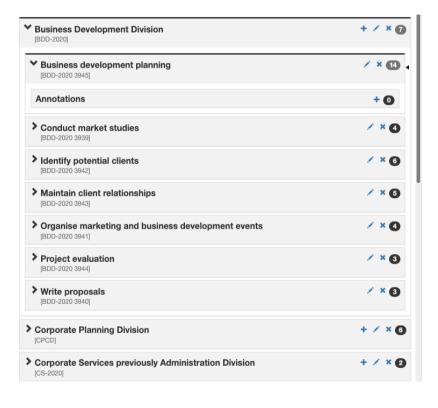
## Knowledge map – example 2





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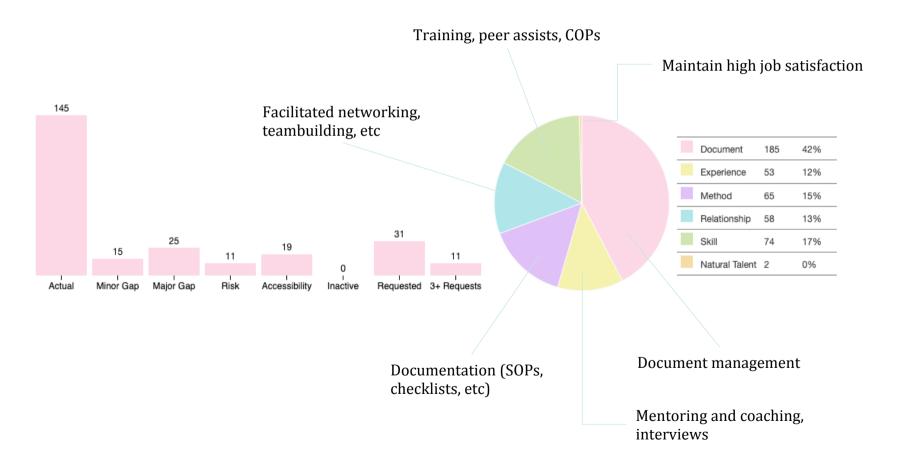
## Knowledge map – example 3







# What knowledge maps can tell us



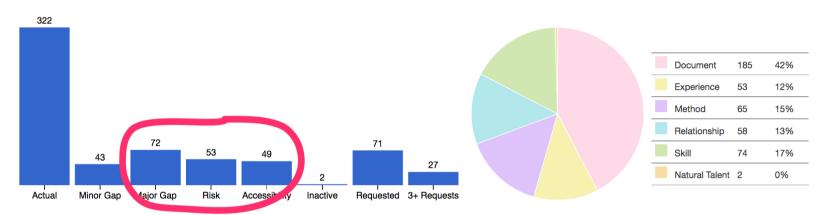


# "Top 10" most requested knowledge resources

	KA Code	BA Name	Asset	Туре	1/0	Status	Requested By	Number of Requests	WG Count
	CS-2020 28/A927	Financial Management	Financial management policy and manual	Document	Input	Actual	KMD 506, KMD 502, KMD 487	3	1
_	EGD 186/A187	Design fluid systems	design procedure	Document	Input	Actual	KMD 506, KMD 492, KMD 184	3	1
-	FD 100/A104	Prepare annual budget	How to sequence a budget	Method	Input	Minor Gap, Risk	BDD 128, BDD 121, KMD 468	3	2
-	FD 100/A573	Prepare annual budget	Budgeting template	Document	Input	Major Gap, Risk, Accessibility	KMD 494, BDD 128, KMD 198	3	2
_	FD 27/A39	Coordinate financial audits	Audit drafts	Document	Input	Actual	KMD 496, KMD 198, ITD 35	3	2
-	GCD 864/A628	Organise press conferences	5 years experience in handling media questions at live press conferences	Experience	Input	Actual	KMD 566, KMD 492, KMD 487	3	1
-	GCD 864/A630	Organise press conferences	Relationships with major news outlet and news editors	Relationship	Input	Actual	KMD 566, KMD 487, KMD 492	3	1
-	GCD 864/A631	Organise press conferences	Seating plans	Document	Output	Actual	KMD 566, KMD 487, KMD 492, KMD 506, KMD 494	5	1
-	ITD 133/A101	Conduct UAT	Preparing UAT scripts	Skill	Input	Actual	KMD 494, BDD 119, BDD 128, BDD 176, BDD 127	5	2
-	ITD 133/A80	Conduct UAT	Prepare TOC	Document	Input	Actual	BDD 119, BDD 128, BDD 176	3	1
_	ITD 133/A84	Conduct UAT	How to run UAT	Experience	Input	Actual	BDD 128, BDD 119, BDD 176	3	1



### Knowledge Mapping – RAG analysis



Result for all workgroups, all asset types, all asset statuses

Asset Status: Risk

	KA Code	BA Name	Asset	Туре	1/0	Status	Requested By
<b>/</b>	BDD-2020 3939/A3954	Conduct market studies	Relationship with research houses eg Romolo Research	Relationship	Input	Major Gap, Risk	
<b>*</b>	BDD-2020 3942/A3963	Identify potential clients	Experience in identifying new potential clients	Experience	Input	Actual, Risk	
<u>/</u>	BDD-2020 3942/A3964	Identify potential clients	Database of attendees met at events	Document	Input	Major Gap, Risk	

Participants review their maps for knowledge risks, accessibility issues, and knowledge gaps (RAG analysis). This provides a focus on priority action areas.



### Questions?

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