

# Evaluation of Capturing and preparation of Knowledge Assets for Organizational Learning and Knowledge Sharing

BEING A PAPER PRESENTED

BY

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## ABSTRACT

**Purpose/ Aim:** The purpose of this paper is to evaluate the capturing and preparation of knowledge assets for organizational learning and knowledge sharing. Organizational learning is an area of knowledge within organizational theory that studies the way an organization learns and adapts. Organizational Learning involves making tacit theories of action explicit so that people can become aware of, critically examine, and change them. It facilitates accountability by increasing self-awareness and enhancing the ability to exercise conscious choice and intention. Knowledge assets is a stocks of knowledge from which services are expected to flow for a period of time that they may be hard to specify in advance with an economic life viable with industry and market context. It gave insights on knowledge sharing as how organizations systematically learns from its mistakes and build on its successes.

**Research Design:** The paper adopted conceptual approach. It determines the concept of Knowledge assets, organizational learning, Identifying and Managing Knowledge Assets, Knowledge sharing, Five- step process for capturing and preparing knowledge assets for organizational learning and knowledge sharing such as; Identification, Capturing, Validation, Formatting and Use in learning, Importance of Identification in the process of capturing solutions for learning, Comprehensive institution wide identification, Importance of capturing solutions for learning, Criteria for Knowledge Capturing, importance of validation in the process of capturing solutions for learning, Validation Criteria, Importance of formatting in the process of capturing solutions for learning, Importance of use in learning in the process of capturing solutions for learning, conclusion and recommendations. Knowledge assets as, stocks of knowledge from which services are expected to flow for a period of time that may be hard to specify in advance, with an economic life viable within industry and market context. Organizational Learning involves making tacit theories of action explicit so that people can become aware of, critically examine, and change them. In order to make use of knowledge assets and to manage knowledge creation and exploitation effectively organizations must be able to identify and quantify these resources. A knowledge-sharing organization systematically learns from its mistakes and builds on its successes. Capturing means recording lessons learned from an experience or event. Validation ensures that captured knowledge is presented truthfully, correctly, and in a professional and accessible manner. Formatting involves applying a common, consistent, and user-friendly presentation standard, or format, to all users.

**Significance/ Implications:** In order to make use of knowledge assets and to manage knowledge creation and exploitation effectively organizations must be able to identify and quantify these resources. Hence, a company has to map its stocks of knowledge assets while keeping in mind that they are dynamic and new knowledge assets can be created from existing ones. A knowledge-sharing organization systematically learns from its mistakes and builds on its successes. It sees knowledge as an important currency and values its operational experiences as

opportunities for learning for organizations that have the potential to continuously improving service delivery on their own and that of their peer organizations in their country and throughout the world. However, knowledge-sharing organizations are not born they are made. They must decide to overcome natural barriers to knowledge sharing and transfer.

**Key words:** Knowledge capturing; Knowledge sharing; Knowledge assets; organizational learning and; Organizational learning.