Business Strategy and Creativity

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Those for Business Strategy and Change Management

There are organizational adjustments that may incorporate operational changes, strategic changes, technological changes, and functional changes. However, knowledge management comprises involves all of the four changes, elucidating on the significance of possessing a comprehensive approach for change management when executing a knowledge management resolution (Mysliviec, 2013). Not having a sound change management strategy is among the factors that contribute to ineffective knowledge management application.

People are the ones who possess knowledge and create organizations, therefore, if a firm needs to adjust individuals who are within it, the emphasis should be one the necessity for behavioral modification. A successful management strategy must handle the individual's social features to encourage them to embrace change for better prospects (Croteau, 2015).

Change management is vital to averting problems in KM (knowledge management) enactment. Many companies tackle change management as a venture centered on coherent reasoning, overlooking the responsive facet of the individuals participating in the change process (Mysliviec, 2013). Comprehending, establishing, and addressing resistance requires energy and time. By employing people with appropriate abilities, possessing the devotion and support of management, considering the human reactions involved, resistance can be addressed properly, resulting in an easy transition and efficient change execution.

Those for the Design Features that a KM System must Support

The prime aspect of KM systems is that they have the ability to enhance the capacity of organizations to be more receptive and adaptable to varying market conditions. An open and integrative technology design is an essential driver for KM systems. Mainly, this model

comprises communication, database management, and retrieval (Mysliviec, 2013). KM systems are believed to have a significant influence on organizational procedures especially on process efficiency and improved communication resulting in enriched marketing and financial performance.

First of all, knowledge management strategies should be in alignment with the company's general business if it desires to have a competitive edge over others. Secondly, personnel and their involvement are viewed as a vital element of the knowledge management plans of an enterprise. Lastly, technology has a significant function since it offers the infrastructure and channels needed to achieve knowledge management results.

References

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Mysliviec, R. (2013). Change Management: Key to avoiding a failed knowledge management implementation. Retrieved from http://blog.tsia.com/blog/bid/273599/change-management-key-to-avoiding-a-failed-knowledge-management-implementation