Knowledge management and innovation: networks and networking

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Keynwords

Innovation, Knowledge management, Networking, Banking, Manufacturing

Abstract

Begins with a critical review of the literature on knowledge management, arguing that its focus on IT to create a network structure may limit its potential for encouraging knowledge sharing across social communities. Two cases of interactive innovation are contrasted. One focused almost entirely on using IT (intranet) for knowledge sharing, resulting in a plethora of independent intranets which reinforced existing organizational and social boundaries with electronic "fences". In the other, while IT was used to provide a network to encourage sharing, there was also recognition of the importance of face-to-face interaction for sharing tacit knowledge. The emphasis was on encouraging active networking among dispersed communities, rather than relying on IT networks. Argues for a community-based model of knowledge management for interactive innovation and contrasts this with the cognitive-based view that underpins many IT-led knowledge management initiatives.

Introduction

From the 1990s onwards an emphasis on innovation has been seen to replace efficiency and quality as the main source of competitive advantage for firms (Bolwijn and Kumpe, 1990). Reflecting this emphasis a huge body of literature has emerged which aims to identify "best practice" in both the diffusion of innovation to users, and in the implementation of innovation within user firms (for reviews, see Wolfe, 1994; Slappendel, 1996). This literature emphasises the importance of networks and networking for innovation. So for example, individual employee involvement in professional associations has been shown to facilitate the diffusion and adoption of new ideas (Swan et al., forthcoming). Through such external networking activity individuals become aware of new technologies, which may be relevant to their own organizations. Individuals thus acquire knowledge and information through boundary spanning activity. It is also necessary to convince others within their organization of the potential advantages of the new technology and to bring together the necessary skills and knowledge needed to implement and appropriate it. So internal networking is also important. However, while networks and networking are clearly central to understanding innovation processes, there has been a change recently in how these processes are conversioned.

The literature on innovation has been extremely broad incorporating perspectives as diverse as traditional structuralist appreaches through to more process-oriented approaches. From the structuralist perspective, innovation is seen as a "thing" or entity with fixed parameters (e.g. a new technology or management practice) which is developed externally, packaged ("blackboxed") by suppliers and then transferred to potential users where it can be seen to offer them competitive advantage (Wolfe, 1994). Around this, models of innovation have been aimed, either at helping suppliers to diffuse the latest best practice innovations (e.g. Rogers, 1983), or at helping users to implement them (e.g. Damanpour, 1987). From this perspective then, networks are treated as structures

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Knowledge Management And Innovation In Networks

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Table of Contents Knowledge Management And Innovation In Networks

- 1. Understanding the eBook Knowledge Management And Innovation In Networks
 - The Rise of Digital Reading Knowledge Management And Innovation In Networks
 - Advantages of eBooks Over Traditional Books
- 2. Identifying Knowledge Management And Innovation In Networks
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
- 3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Knowledge Management And Innovation In Networks
 - User-Friendly Interface
- 4. Exploring eBook Recommendations from Knowledge Management And Innovation In Networks
 - Personalized Recommendations
 - Knowledge Management And Innovation In Networks User Reviews and Ratings
 - Knowledge Management And Innovation In Networks and Bestseller Lists
- 5. Accessing Knowledge Management And Innovation In Networks Free and Paid eBooks
 - Knowledge Management And Innovation In Networks Public Domain eBooks
 - Knowledge Management And Innovation In Networks eBook Subscription Services
 - Knowledge Management And Innovation In Networks Budget-Friendly Options
- 6. Navigating Knowledge Management And Innovation In Networks eBook Formats

- o ePub, PDF, MOBI, and More
- Knowledge Management And Innovation In Networks Compatibility with Devices
- Knowledge Management And Innovation In Networks Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - o Adjustable Fonts and Text Sizes of Knowledge Management And Innovation In Networks
 - Highlighting and Note-Taking Knowledge Management And Innovation In Networks
 - Interactive Elements Knowledge Management And Innovation In Networks
- 8. Staying Engaged with Knowledge Management And Innovation In Networks
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Knowledge Management And Innovation In Networks
- 9. Balancing eBooks and Physical Books Knowledge Management And Innovation In Networks
 - Benefits of a Digital Library
 - o Creating a Diverse Reading Collection Knowledge Management And Innovation In Networks
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Knowledge Management And Innovation In Networks
 - Setting Reading Goals Knowledge Management And Innovation In Networks
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Knowledge Management And Innovation In Networks
 - Fact-Checking eBook Content of Knowledge Management And Innovation In Networks
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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