

Knowledge Maturing Barriers Workshop

Understanding motivational, social, and cultural aspects

OVERVIEW

Insufficient ideas for future business, lack of willingness to share knowledge, or resistance to change are symptoms of motivational, social, and cultural barriers in organizations. Individuals do not realize their full potential, and the organization as a whole does not innovate to stay ahead of competition. To address this, a thorough analysis of existing barriers in an organization is required from where measures to overcome them can be derived.

WHEN TO APPLY?

The most difficult step in addressing barriers is to identify them clearly and trace them back to root causes. From within an organization, this is often difficult to achieve, and it requires systematic methods to elicit potential barriers. The workshop facilitates the identification process, and we offer additional support for a more in-depth analysis of causes and possible ways to overcome barriers.

BENEFITS

- A systematic analysis of existing barriers and measures to overcome them increases employee engagement and as a consequence your capability for innovation.
- Addressing motivational, social and cultural barriers reduces the risk of non-acceptance of projects, such as the introduction of new IT support

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CONTENT

- Introduction into motivational, social, and cultural barriers in organizations
- Discussion of case studies as a basis for reflection
- Systematic and moderated elicitation of potential current barriers
- Optional: in-depth investigation of specific barriers and their root causes
- Recommendations of potential measures and their discussion

The main results of the workshop is an in-depth analysis of existing barriers of a specified area of investigation. This can be based on

- one or two days workshop with stakeholders
- an in-depth analysis (e.g., via interviews, or observation of work practices)
- one or two days workshop discussion potential solutions

DURATION

min. 2 days, in-depth analysis
depends on concrete case