

Integrating Knowledge Management into Everyday Practices:

The case of the Intellectual Capital Section (ICS) at CNEA

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Why to Integrate KM into everyday practices?

Researchers have argued that one process to achieve a successful KM initiative is the creation of a Culture that values the transfer and creation of knowledge

Therefore, it's necessary for organizations to set up mechanisms by which new ideas may be shared in order to produce innovative changes



Who?

Ten professionals



Intellectual Capital Section coordinates:

- The Fellowship Programme “Learning by Doing”, which foster knowledge transfer among CNEA experts and young professionals.
- The support of qualified student for receiving high quality nuclear education.



The importance of everyday routines



Tacit knowledge is embedded not only in the mind of individuals but also in the routine interactions of groups carried on a regular basis, called **organizational routines**



The SDBCAPINT Platform

Encourage a culture of sharing and collaboration



How?

SDBCAPINT is a web application developed at ICS

The screenshot shows the 'Gestor de Tareas' interface. At the top, there's a navigation bar with 'Grupos' and 'Capital Intelectual'. Below it, a toolbar contains icons for 'Gestor de Tareas', 'Crear contenido', 'Opciones', and 'Buscar'. The main content area is divided into a table of tasks and a sidebar for filtering results.

Prioridad	Último envío	Título	Asignado	Estado	Due Date
URG	2:00pm Oct 21, 2013	SIRT3 IMPORTANTE CORRECCIÓN FECHA LIMITE Y OTROS	Ezequiel	Open	Sábado, Oct 26
URG	10:46am Oct 6, 2013	Corrección texto inicial	Ezequiel	Open	Domingo, Oct 13
URG	2:34pm Oct 7, 2013	Pierfil Ale	Ezequiel	Open	Sábado, Oct 12
URG	2:25pm Oct 7, 2013	Usuarios pendientes	Ezequiel	Open	Sábado, Oct 12
BT	4:25pm Oct 2, 2013	Comegr tabla	Ezequiel	Open	Lunes, Oct 7
BT	10:46am Oct 1, 2013	Añadir filtro por organismo de area	Ezequiel	Open	Domingo, Oct 6

The sidebar 'Filtrar resultados' includes a search box, an 'Asignado' dropdown menu (showing '<Current user>', 'Anonymous', 'Ale', 'Ana', 'Ezequiel', 'Fabiola', 'Lucia Lira', 'Lucia Pirez'), and filters for 'Proyecto', 'Prioridad', 'Estado', and 'Tipo', all set to '<Any>'. There is also a checkbox for 'Mostrar las incidencias cerradas' and an 'Aplicar' button.

The screenshot shows the 'Blog' interface. The top navigation bar is identical to the task manager. The main content area displays a list of blog posts with titles, authors, and dates. A sidebar on the right shows 'Comentarios recientes' (Recent Comments).

Blog

Estructuras Administrativas marzo 2014
Última actualización de las estructuras administrativas y nombramientos.
Orestes 8:51am Ayer

Relaciones en Views con Drupal
Se tiene un esquema así:
Ezequiel 6:02pm Mar Mar 18

Paper Sistema de actualización del Plan Estrategico
Título: Metodología de Actualización del Plan Estratégico de CNEA 2013-2025
Autores: Ezequiel Paolillo, Norberto Coppari, Gustavo Barbaran, Inés Torino, Paula López, Delia Parera, Fernanda Monserrat, Facundo Prescencio
Ezequiel 1:45pm Oct 28, 2013

Estructuras Adm. 11-octubre
Orestes 11:12am Oct 11, 2013

Comentarios recientes

- Agrego un pequeño comentario... Ezequiel 8:36am Oct 8, 2013
- Para mi está bien. Me gusta el último párrafo! Lucia Perez 5:23pm Oct 7, 2013
- Agrego una pequeña modificación Paula 3:50pm Oct 7, 2013
- Me parece bien que hayas sacado "under the framework of CNEA strategic Plan" Silvana 2:36pm Oct 7, 2013
- Solucionado! Ezequiel 2:34pm Oct 7, 2013

sdcaoint.cnea.gov.ar/caoint/3s CNEA

At present the application includes:



- Calendar
- Blog
- Task manager
- “Cases data base”



This is an implementation of Open Atrium, a powerful, flexible and cohesive platform that enables to connect the team, its activities, projects and knowledge in a friendly way



“Cases data base”

Applying analogical reasoning for solving cases



Analogical reasoning is to recall a similar situation or problem that was solved successfully in the past and adapt the solution to the actual problem.



“Case data bases”

Our experience



In their duties ICS has to deal with different kind of situations.

Several situaciones are not included in the fellowship regulation. This type of cases poses a challenge because they might be similar but not identical

From the beginning it was a routine to keep a register of all those cases and the way they were solved in printed emails.



“Case data bases”

Now each case is registered by using an electronic form
In SDBCAPINT that includes



- Cases title
- An explanation of the case in free text
- Information about fellowship type, place, dates, etc.
- Related information: attached documents significant for the case



Titulo	Cuerpo	Autor	Último envío
Cobros de diferente tipos de becas	Se recibe desde el CAB un caso en donde un becario de Instituto solicitaba asesoramiento sobre si era posible acceder a una beca de tipo Bicentenario otorgada por el poder Ejecutivo sin prescindir de su actual beca otorgada por CNEA y otorgada por...	Orestes	11:11am Mar 19, 2014
Beca de excepción y de maestría superpuestas	En el mes indicado se le envió a XXXXX mediante email, como director de beca de XXXXX información sobre la superposición del tipo de beca interna excepcional del cual el mismo gozaba y una de maestría solicitada recientemente. El...	Orestes	12:57pm Mar 19, 2014
Superposición monotributo y beca interna	El becario XXXXX se desempeñaba como becario tipo A1-P el mismo recibió una oferta para colaborar en un determinado proyecto como consultor de diseños por fuera de la CNEA y de su beca. Como exigencia le solicitaban que se adhiera al régimen...	Orestes	1:29pm Mar 19, 2014
Concurso Beca Postdoctoral	La Lic. XXXX consulto a la Lic. M. XXXXX sobre los concursos de becas postdoctorales. La misma aclaro al respecto que este tipo de becas deben ser siempre concursadas sin excepción, contrariamente a lo que sucede con las becas de excepción A1-P...	Orestes	1:59pm Mar 19, 2014



Crear Caso de Beca

Guardar Vista previa

Notificar a usuarios

No enviar notificaciones para esta actualización.

Ale Ana Ezequiel Fabiola Lucía Lina Lucía Perez Orestes Paula Silvina Tomas

Publicado

Colocado en la página principal

Fijar al comienzo de las listas

NOMBRE DEL BECARIO:

TITULO: *

DEPENDENCIA:

FECHA DE INCIDENCIA:

The Strategic Plan at CNEA

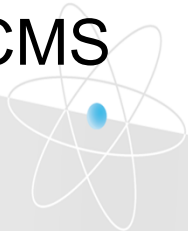
Improving data gathering



In this context ICS is responsible for:

- The performance and update of the Workforce Analysis in the framework of Strategic Plan at CNEA.
- The conduct of a Knowledge Loss Risk Assessment.

During 2013 in order to update the Strategic Plan, a collaborative platform was developed using DRUPAL, an open source CMS



The screenshot shows a web browser window with the URL 'pe2012.cnea.gov.ar/?q=planificacion_capint'. The page has a navigation menu with tabs: 'Presente', 'Futuro', 'Misión y Visión', 'Objetivos Estratégicos Gen... Específicos Part...', 'Logros y dificultades 2010-2012', 'Terminar sesión', and 'Histórico de PE'. Below the menu, there are four main sections: 'FODA', 'CAPITAL INTELECTUAL Evaluación', 'CAPITAL INTELECTUAL Formulario planificación', and 'CAPITAL INTELECTUAL Archivos'. A 'Revisión Metas 2010-2012' section is also visible. The CNEA logo is in the bottom left, and the text 'Bienvenido vgrance@cnea.gov.ar' is in the bottom right. The main content area is titled 'Planificación de Capital Intelectual' and contains instructions for defining personnel requirements for 2013-2016. It includes an 'Agregar' button and a 'Ver tabla' button. The Windows taskbar at the bottom shows the system clock as 02:58 p.m. on 27/04/2014.

Conclusions



SBD CAPINT	“Cases Data Bases”	The new platform developed to update the CNEA Strategic Plan
<p>Since its implementation in 2012 the platform proved to be useful for interaction between the team.</p>	<p>Cases has improved the way of dealing with the information previously available only in printed form and help to resolve special situations.</p>	<p>Information about the needs of new personnel was gathered in a more efficient way.</p>
<p>However, it is still necessary to level the degree of participation of its members.</p>	<p>The evaluation of its use and value method of knowledge transfer with beginners is pending yet.</p>	<p>Further developments are still needed for building an application to conduct the Knowledge Loss Risk Assessment in a more efficient way</p>