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PAPP  
Pacific Agriculture Policy Project

# 58%

OF VANUATU'S  
LABOUR FORCE  
IS PRIMARILY  
ENGAGED  
IN THE SECTOR



**STRENGTHENING  
KNOWLEDGE  
MANAGEMENT  
CAPACITIES  
TO SUPPORT  
AGRICULTURAL &  
FORESTRY POLICIES**

**7-10 SEPTEMBER  
2015  
WARWICK LE LAGON  
PORT VILA  
VANUATU**

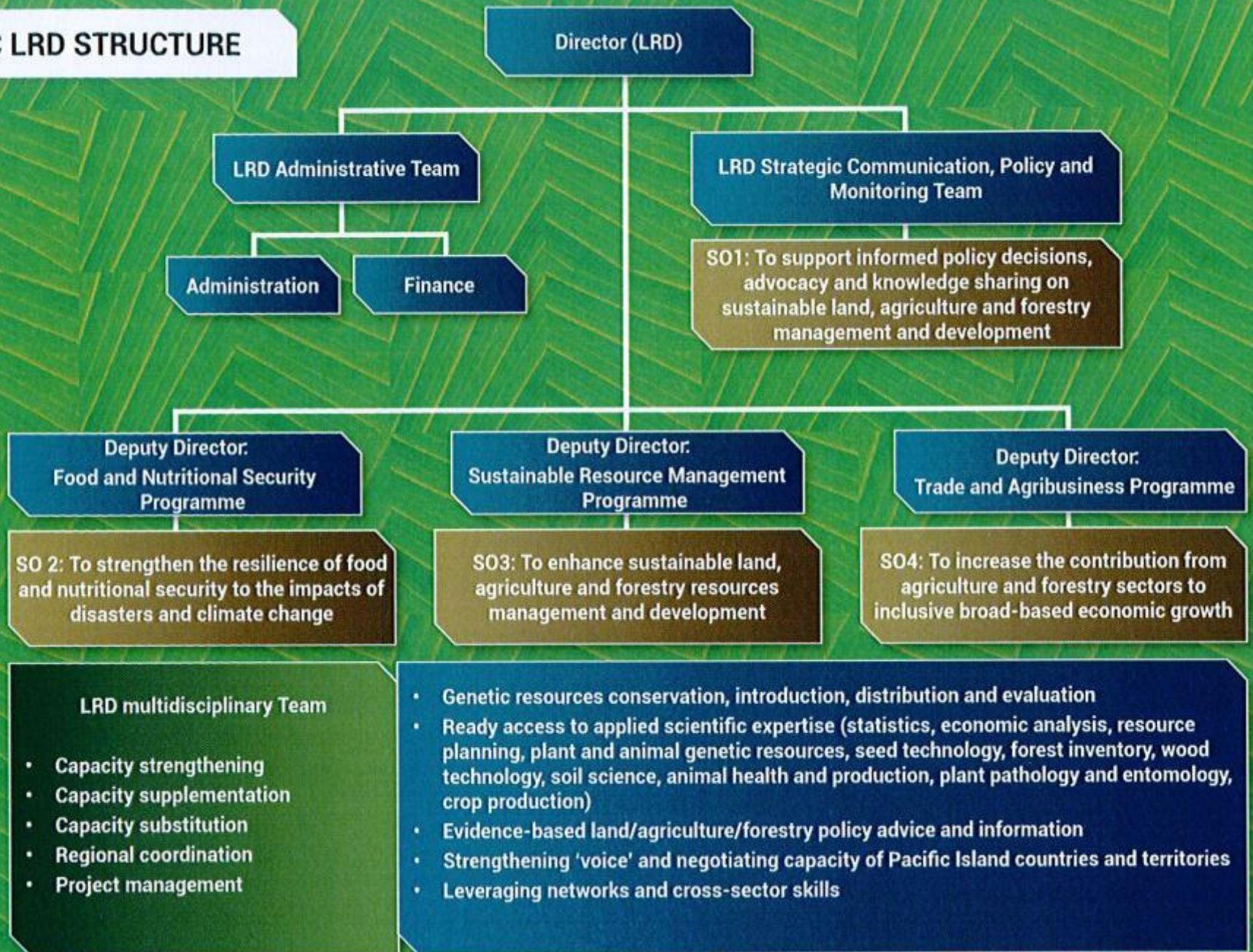


**#VuKMPol**



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## SPC LRD STRUCTURE





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## Objectives of the regional knowledge management workshop:

- ❖ Raise awareness of the importance and benefits of knowledge management to agricultural and forestry stakeholders
  - Definitions
  - Methodology
- ❖ Help you identify KM processes at national level (organisation, network) and plan development of a KM action plan
- ❖ Explore the opportunity of a steering mechanism to promote knowledge management





## Rationale – why did LRD need a KM strategy:

- ❖ Improving internal KM as well as KM of SPC - LRD's products and services will lead to an improved service provision to LRD's partners and stakeholders
- ❖ SPC – Land Resources Division is a knowledge organisation; it fully depends on the skills, experiences and attitudes of their staff, the knowledge professionals. These individuals work with each other and use their knowledge to provide high quality products and services for the benefit of LRD target audiences



## Knowledge management strategy in LRD

- ❖ A logic of the knowledge ecosystem approach to knowledge management
- ❖ LRD went through a series of consultations which look at the overall knowledge management scan for its staff.
- ❖ From the consultation and cooperation with LRD, twelve strategic KM objective areas were identified:
  - ❖ Some relate to internal organisational knowledge management, and others related to the management of products and services.
  - ❖ All of these points encompass one or more (parts of) the aspects of the knowledge ecosystem.



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## Organisational knowledge management:

- ❖ Retention of knowledge
- ❖ Make information available and accessible
- ❖ Foster an open and critical culture
- ❖ Act pro-actively and innovative
- ❖ Organisational learning
- ❖ Competence management and management development
- ❖ Optimize partnership & alliances





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## Knowledge management of products and services:

- ❖ Clarify on targets and target audiences
- ❖ Streamline, align and consolidate products & services
- ❖ Innovate in products & services combinations
- ❖ Communicate products & services
- ❖ Monitor & evaluate products & services



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## Retention of knowledge

- ❖ **Creating inventories of needed and available knowledge.**
- ❖ **Exploring mentorship --- mentoring and coaching staff /ensuring that knowledge is shared**
- ❖ **Investing in documenting the profiles and stories of staff experiences**
- ❖ **Exploring long-term contracts or re-hiring staff for new projects.**







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## Improve collaboration with partners and within alliances to ensure high quality relationships

- Take stock of partnerships, donor relations etc
- Invest in relationships with partners and stakeholders.





## Group Exercises:

- **Consult the LRD KM Strategic Implementation Plan**
- **Each group consults one pair of proposed recommendations (A+B; C+D; E+F; G+H etc.)**
- **Discuss similarities with your situation and what the group would suggest as one or two priority actions to be considered by LRD**
- **H-L represent externally focused KM activities, which directly benefit national organisations, so which 2 would you recommend LRD to consider implementing?**
- **Plenary session to share thoughts and perspectives**