



Wissensmanagement, Kompetenzmanagement und Modelltheorie (German Edition)

Bernhard Mayr

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Expertisen stellen eine Symbiose aus Faktenwissen und Anwendungswissen dar. Sie beinhalten vor allem auch das Anwenden von Wissen und damit ein großes Repertoire von Beispielen der erfolgreichen, wie auch der negativen, Anwendung von Wissen. Das Faktenwissen dahinter lässt sich sehr leicht transferieren, was bereits mit Mitteln von Informationsmanagement möglich ist. Doch wie sieht es mit den Expertisen aus, diejenigen Teile in der Organisation, die den langfristigen Erfolg und das organisationale Lernen sichern? Der Autor führt an die Themen des organisationalen Lernens im Unternehmen heran und stellt ein auf der Modelltheorie basierendes Schema des Wissenstransfers im Unternehmen dar. Aufbauend auf diesem Modell zeigt er, wie der Transfer von Expertisen durch die Integration der Mittel und Werkzeuge von Kompetenzmanagement in die Abläufe von betrieblichem Lernen erleichtert werden kann. Dieses Buch liefert dem Leser wertvolle Einblicke in die Themen organisationales Lernen und Kompetenzmanagement. Es versetzt ihn in die Lage, selbstkritisch zu reflektieren und ein Konzept des Expertisentransfers an die individuellen Bedürfnisse des eigenen Unternehmens anpassen zu können. Dadurch, dass die bearbeiteten Themengebiete zu Beginn des Buches kurz vorgestellt werden, und der Leser eine Einführung in die wesentlichen Grundlagen erhält, eignet sich das Buch sowohl für Leser mit wenig Vorkenntnissen, wie auch für fortgeschrittene.

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