**KNOWLEDGE MANAGEMENT
AND ITS APPLICATION
IN YOUTH ORGANIZATIONS**

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1.0 Introduction

First of all, I would like to thanks the World Assembly of Youth (WAY) for inviting me to speak on the Knowledge Management and Its Applications in Youth Organizations.

This is an honour for me and I hope I will be able to share with you what knowledge management is all about and how we could apply it in youth organizations.

2.0 What is knowledge management?

Let us explore what is knowledge management.

Knowledge is the internalization of information, data, and experience.

Knowledge management is the collection of processes that govern the creation, dissemination, and utilization of knowledge.

In one form or another, knowledge management has been around for a very long time. These processes exist whether we acknowledge them or not and they have a profound effect on the decisions we make and the actions we take.

Knowledge management is not "a technology thing" or a, "computer thing."

Knowledge management is concerned with the entire process of discovery and creation of knowledge, dissemination of knowledge, and the utilization of knowledge.

In today's competitive environment we must develop skills to capture knowledge within youth organizations.

The most important part of knowledge management is to capture and making use of it either in a documented or digital version such as databases and portal (this is called **explicit knowledge**) or in people's head (this is known as **tacit knowledge**).

The tacit aspects of knowledge are those that cannot be codified, but can only be transmitted via training or gained through personal experience. Tacit knowledge has been described as "know-how." It involves learning and skill but not in a way that can be written down.

The simplest example of the nature and value of tacit knowledge is that one does not know how to ride a bike or swim due to reading a textbook, but only through personal experimentation, by observing others, and / or being guided by an instructor. It is estimated about 95 percent the information is preserved as tacit knowledge.

The important part of knowledge management is to get the right knowledge to the right people at the right time so that people can share and put into action ways that could improve an organization's performance.

3.0 Application of Knowledge Management in Youth Organization

Now, let explore how we could apply knowledge management in youth organizations.

3.1 Creation of New Knowledge in Youth Organization

As a human being, we can not read what is in other people's mind or what do they think. While they may posses valuable skills and experiences it won't be much benefit to others if they keep it to themselves.

Therefore, youth organization must work to capture and converting people's knowledge into printed or digital version that they could share with their colleagues.

Knowledge flow when interaction between people exists and tacit and explicit knowledge expand in terms of both quality and quantity in such scenario.

3.2 Developing Knowledge Culture in Youth Organizations

Knowledge culture should be acculturated. Take for example, reading habit. If we were to develop reading habit, we must develop the culture of reading.

Knowledge management culture requires similar circumstances and environment. In order to have knowledge management cultures we must develop information culture.

Information cultures needs the knowledge about information such as know how to find sources from the right place at the right time, know what are the types of information sources, criteria for good information and others.

3.3 Developing of Knowledge Sharing Environment

To have good knowledge management we need to capture knowledge and to share with others. But how is it happen?

Knowledge sharing could be formal and informal. Formal when it is happened in meeting or training rooms. Informal is when a group of people sit down and have conversations at The Coffee Beans.

Knowledge can be distributed through face to face interactions or by using information systems. It can be incorporated into training programs or placed in accessible storage where users can access it.

Technologies also support sharing knowledge to the organization. Intranets reflect a knowledge management strategy by providing centralized approach and a common architecture for managing information and knowledge. The

popular approach on the internet is facilitating knowledge portal to share within organization.

4.0 Community of Practice (COP)

People that involves in knowledge management program in organization known as community of practice. They encourage individuals to develop and to 'grow' their shared expertise.

They are the people that contribute more to the successful knowledge management program such as developing portal, training program and others.

Knowledge management program in youth organization contribute to the learning. It can also develop organizational learning and learning organization.

5.0 Closing

I believe that all youth organizations, especially national youth councils, must undertake knowledge management projects.

They must work on the creation of new knowledge, developing knowledge culture and nurturing knowledge sharing environment.

I believe that successful of implementation knowledge management involved both human and technologies. However, the core functions are human. The roles of technologies are just as enablers.

It is not an easy task. However, youth organizations must embark on this project to ensure it remains relevant and competitive in a globalize world.