VISION
LEADERSHIP
LEARNING CULTURE

Knowledge
Sharing
Knowledge
use
Knowledge need

Acquisition of new knowledge

Encouraging and supporting a questioning culture
Learning from experience
Recognising and valuing existing skills/knowledge
Exposure to new information
Information dissemination
Accessing information

Role recognition and reward
Developing expertise
Encouraging innovation
Promoting internal knowledge transfer
Knowledge transfer mechanisms
Supporting teamwork
Promoting external contacts and networks

Resources
Support and access to expertise

ABSORPTIVE CAPACITY

RECEPTIVE CAPACITY