

If you are not serious about KM; Please don't do KM

Mar 18, 2015 Avinish Mishra

If you are a Knowledge Management(KM) professional, you might have heard these two fancy words, "**must have**" and "**nice to have**". Basically it tells you about the organization's approach towards KM, whether they are serious about KM or not. And if an organization does not have belief in KM, they will stop investing in KM. Below I will mention some points, which will indicate that an organization is not serious about KM:

1. **Vision:** Does your organization have Knowledge Management vision? Is everyone have a common understanding on what we want to achieve through KM? If not then the organization is in "**nice to have**" mindset just to beautify the sales brochure. And there organizations in the world who do KM for the sake of doing it.
2. **Representation in organization leadership:** Like any other function, knowledge management should also have representation in leadership. If your KM does not have representation in leadership, your voice will be unheard most of the time. Most importantly, there would be sponsorship issues in the absence of representation in leadership.
3. **Who are your knowledge managers:** Who is doing KM in your organization? Are they KM professionals or some make shift professionals? If your organization is picking some people from inside to drive KM who has not prior experience, your KM will be bound to fail. It is a serious function and it requires some serious experienced professionals.
4. **Are you mad about ROI:** If your leadership measures everything with ROI and they are mad about it, they should stay away from KM. Because in KM, they will not get instant ROI in terms of dollars. KM is not about the numbers all the time.
5. **Technology is your starting point:** If you start your KM journey with finding the technology or fitting the available technology in KM, you are on the wrong path. Technology is just an enabler for KM.