



COLLABORATE
EXCHANGE REFLECT
LEARN NEW IDEAS SHARE
PEOPLE PROCESS TECHNOLOGY

KNOWLEDGE MANAGEMENT

LEARN FROM EXPERIENCE CONNECT
PACKAGE & ORGANIZE INFORMATION
KNOWLEDGE RETENTION ADAPT
SOLVE DELIVERY CHALLENGES
CREATE INNOVATE EVIDENCE
STORY-TELLING NETWORKS
CAPTURE LESSONS
LESS DUPLICATION
WORK SMARTER



Investing in rural people

KM strategy and action plan

The impact we want: knowledge is transformed into development results

IT'S ABOUT PEOPLE

The knowledge of staff and consultants is IFAD's most valuable asset. The action plan will help us get better at valuing and leveraging it.

ALL OF US ARE SMARTER THAN ANY OF US

Peer-to-peer knowledge sharing and learning through communities of practice and networks will help us build and curate IFAD's knowledge base.

BETTER TECHNOLOGY SOLUTIONS

People will be able to connect and collaborate more easily across distances. User-friendly platforms will put the information we need at our fingertips.

THEORY OF CHANGE

IMPACT

Knowledge is assembled and transformed, including through partnerships, into better development results for poor rural people and greater impact towards the 2030 Agenda, especially SDG 1 and SDG 2.



OUTCOMES

✓ Improved quality of projects and stronger knowledge base lead to expanded impact.



- Higher quality project and country programme results
- Scaled up development results
- Enhanced use of evidence-based and experiential knowledge
- Greater visibility, credibility and influence
- Stronger learning culture

OUTPUTS

✓ Greater synergies in knowledge-intensive work create a learning culture that has a positive impact on IFAD's development outcomes.



- Interventions designed using best available knowledge
- Approaches and tools maximize learning and knowledge flows in IFAD's decentralized context
- Evidence, best practices and lessons readily searchable and available
- Strategic knowledge products developed and learning events organized
- Integrated systems for capturing, systematizing, storing and sharing knowledge at country, regional and headquarters levels
- External knowledge leveraged through partnerships and global engagement
- Incentive structure for learning, sharing and innovative behaviour in place
- Capacities of IFAD staff and implementation partners improved

ACTIVITIES

✓ Adequate resources are available; knowledge flows are maintained in a more decentralized environment; staff respond to incentives.

- Knowledge generation
- Knowledge use
- Enabling environment



What will be different?

The action plan 2019-2021: knowledge generation, knowledge use and enabling environment

VISIBILITY ON THE GLOBAL STAGE



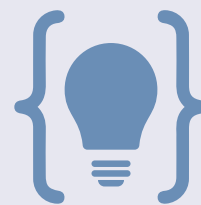
Clients say knowledge products are timely, relevant and useful



30%
increase in views, downloads and citations of knowledge products



60%
of knowledge products accessible in external repositories



50%
of knowledge products address knowledge gaps

DELIVERING FASTER AND BETTER



80%
of projects at completion with lessons learned rated 5 and above



60%
of supervisions have quality review of KM activities



30%
of PDTs get faster access to relevant knowledge through packages compiled using emerging technologies



Innovative technology solutions support dynamic virtual meetings, workshops and trainings



6
Communities and networks are resourced and supported



KM solutions and support for staff in HQ, hubs and projects: capacity building, guidance, expertise, appropriate platforms, communities

AGILE, EFFICIENT AND EFFECTIVE



Easier access to what we know reduces duplication of effort and avoids repetition of mistakes



More systematic handover supports business continuity and reduces knowledge loss



50%
of staff trained in KM use new skills in their work

WHAT CAN I DO?

A few examples:

Managers: provide leadership; foster a culture of ideas, creativity, learning and knowledge sharing; be clear about what you expect from staff; recognize good practice.

Country Directors and CPMs: pay attention to KM from design to completion; document, use and share lessons; ask for support and feedback from KM team; ensure staff have capacity and clear guidance.

Technical specialists: broker knowledge; make IFAD's and own knowledge visible and accessible; identify innovations; build communities and networks; continuously develop technical knowledge and expertise.

Programme Associates/Assistants: promote knowledge products through social media and targeted distribution; identify opportunities to co-create knowledge products with grant recipients; organize knowledge sharing events; organize information so it is accessible.

IFAD's KM architecture



★ IFAD HQ ● SSTC and Knowledge Centre ○ Sub-regional hub

WHO'S WHO IN THE KM ARCHITECTURE

SKD KM team: coordination, advice, support, guidelines, tools, capacity building, corporate knowledge products and outreach, library.

Regional teams and sub-regional hubs: advice and support to integrate knowledge and KM in portfolio and results management; ensure knowledge flows.

KM coordination group: IFAD-wide working group – collaborate on action plan implementation and reporting.

SSTC and Knowledge Centres: pivotal role in identifying and sharing best practice in and across regions.

KM CoP: link staff and consultants working on KM – collaborate, learn, adapt.

... and KM is everyone's business!



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