



Focusing on the Big 'M' and little 'e'

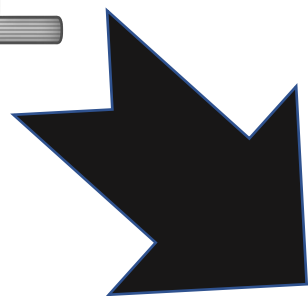
Damien Sweeney & Dave Green

Clear Horizon



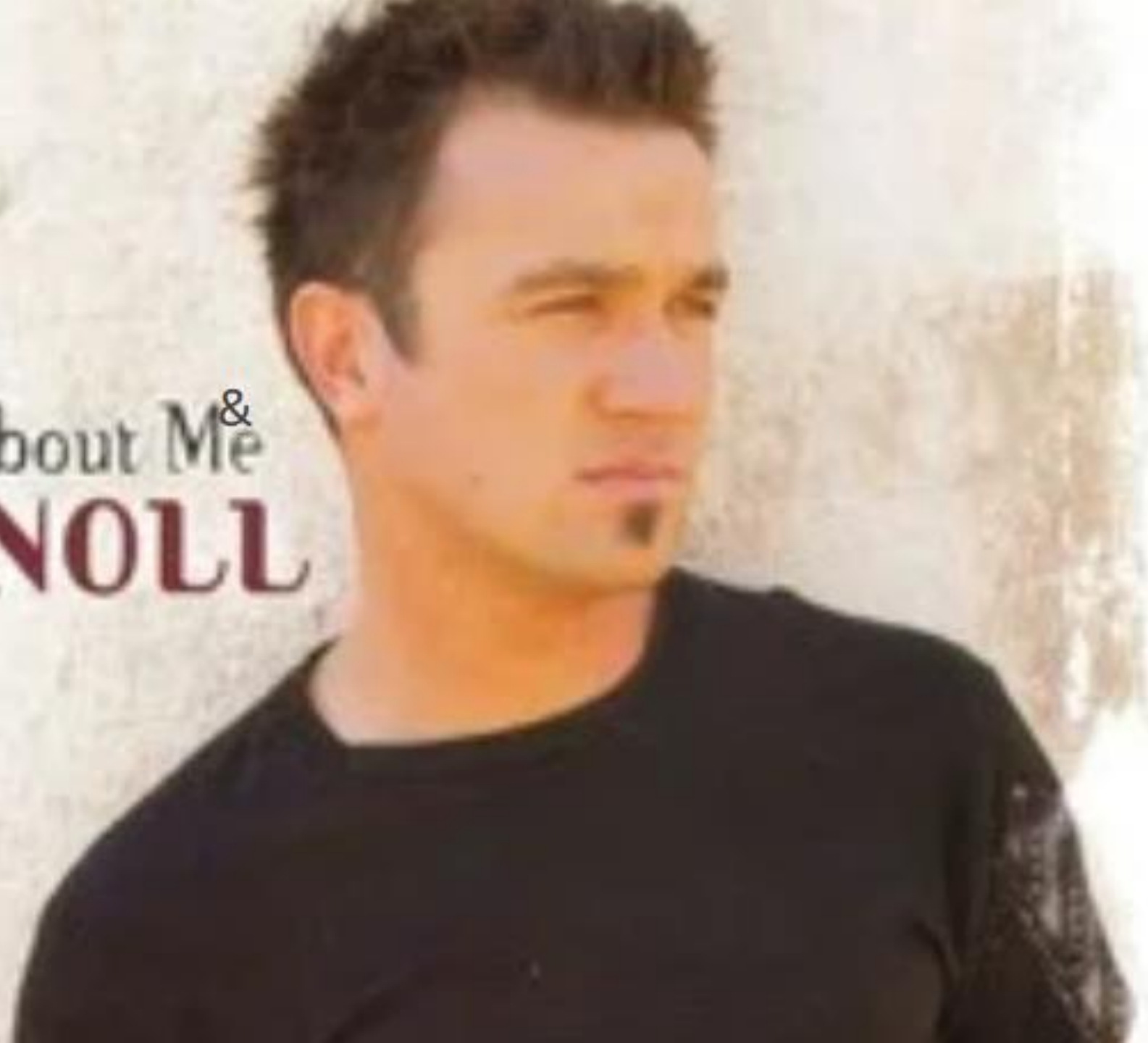
**m&
aes 19**

M&E



M&e

What About Me &
SHANNON NOLL



Evaluative THINKING

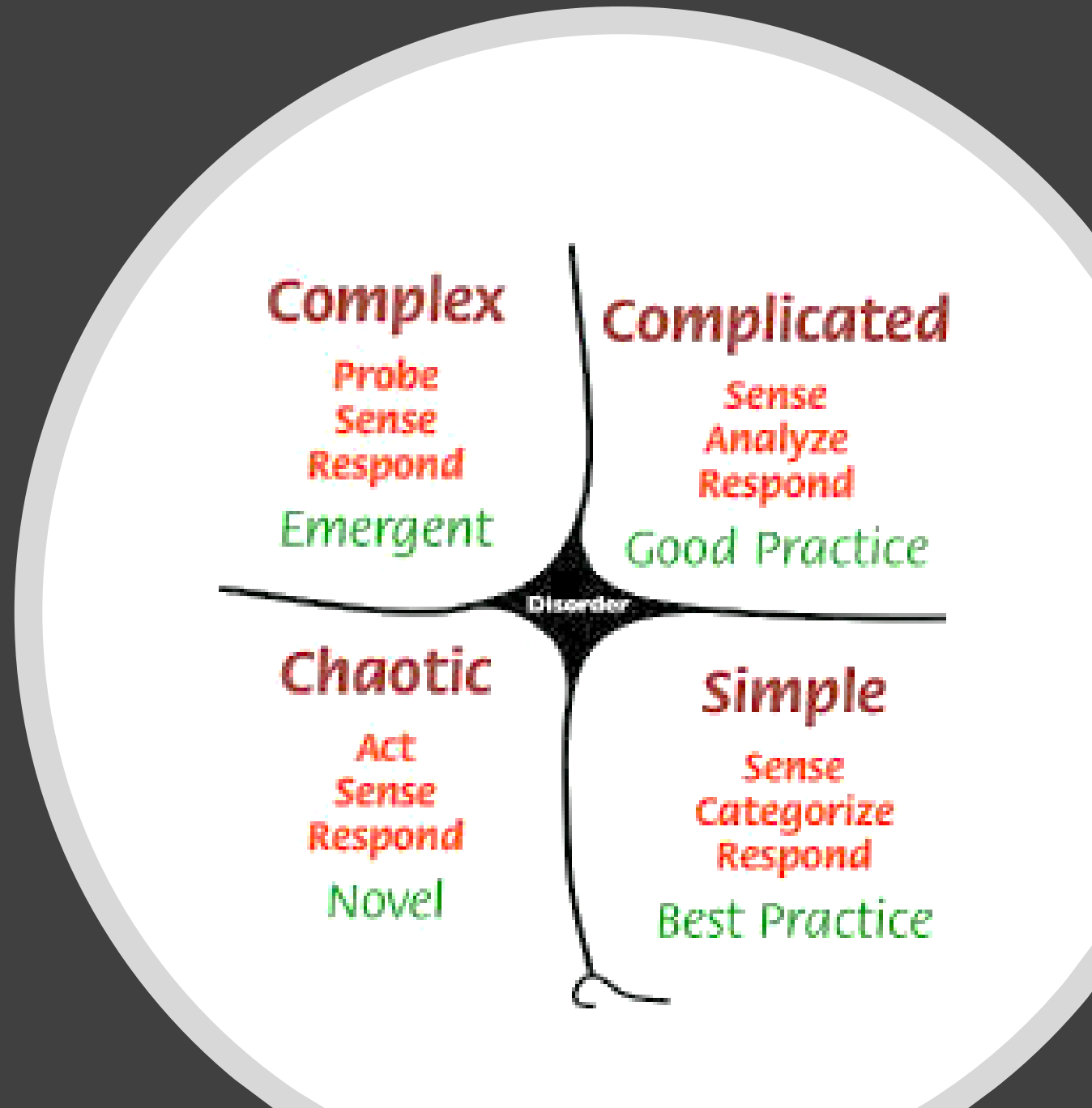
Evaluation is an activity.

**Evaluative thinking is a way of
doing business.**

Michael Quinn (2014). Evaluation Flash Cards: Embedding Evaluative Thinking in Organizational Culture

https://ottobremer.org/wp-content/uploads/2017/12/OBT_flashcards_201712.pdf

Who is best
placed to probe,
sense, respond?







YOUR COMPENSATION
WILL BE BASED ON
ACHIEVING THESE
GOALS.



AWESOME. IT'S LIKE
WRITTEN PERMISSION
TO IGNORE EVERYTHING
ELSE YOU ASK ME TO DO.

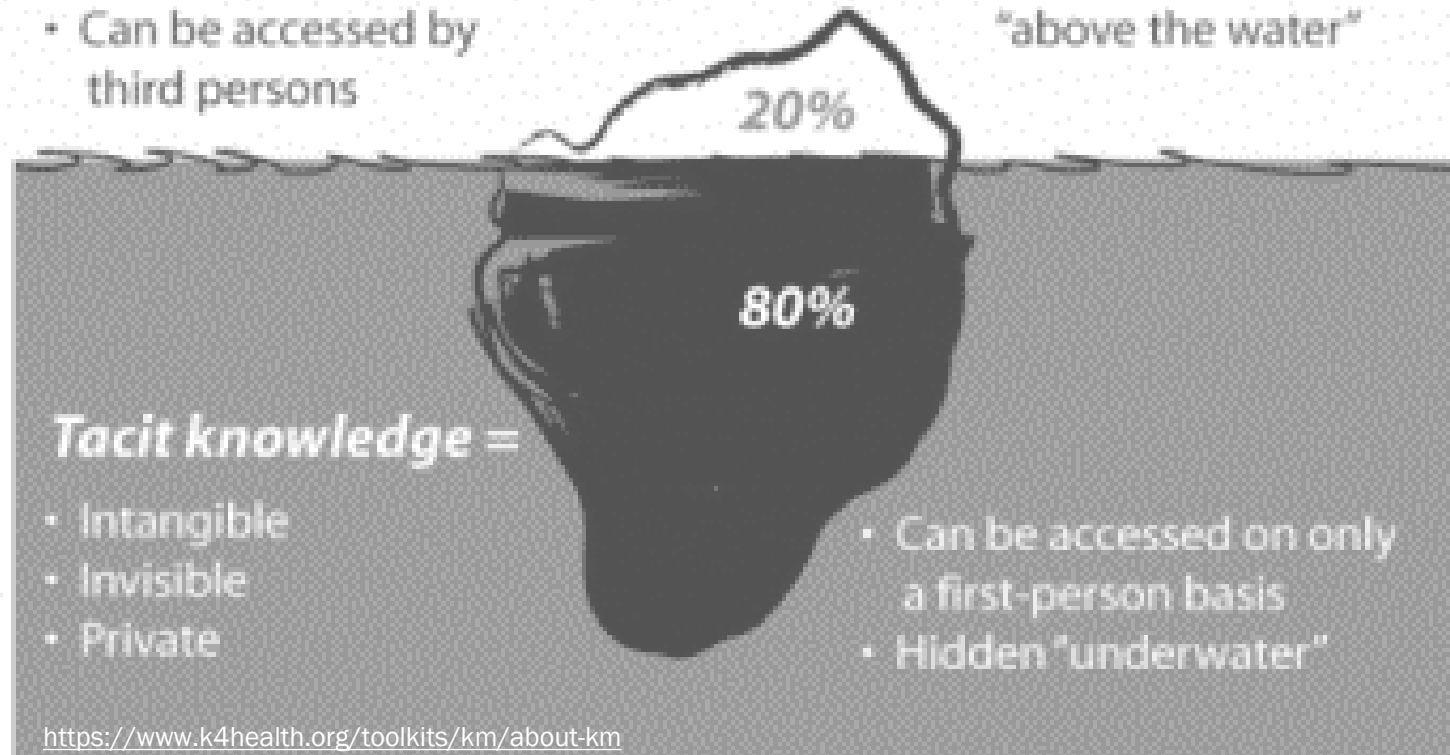


Knowledge Types

Explicit knowledge =

- Tangible
- Visible
- Public
- Can be accessed by third persons

- Once shared, it belongs to everyone
- Can be seen "above the water"




Tacit knowledge =

- Intangible
- Invisible
- Private

- Can be accessed on only a first-person basis
- Hidden "underwater"

*“The only thing to do
with good advice is to
pass it on. It is never of
any use to oneself.”*

Oscar Wilde

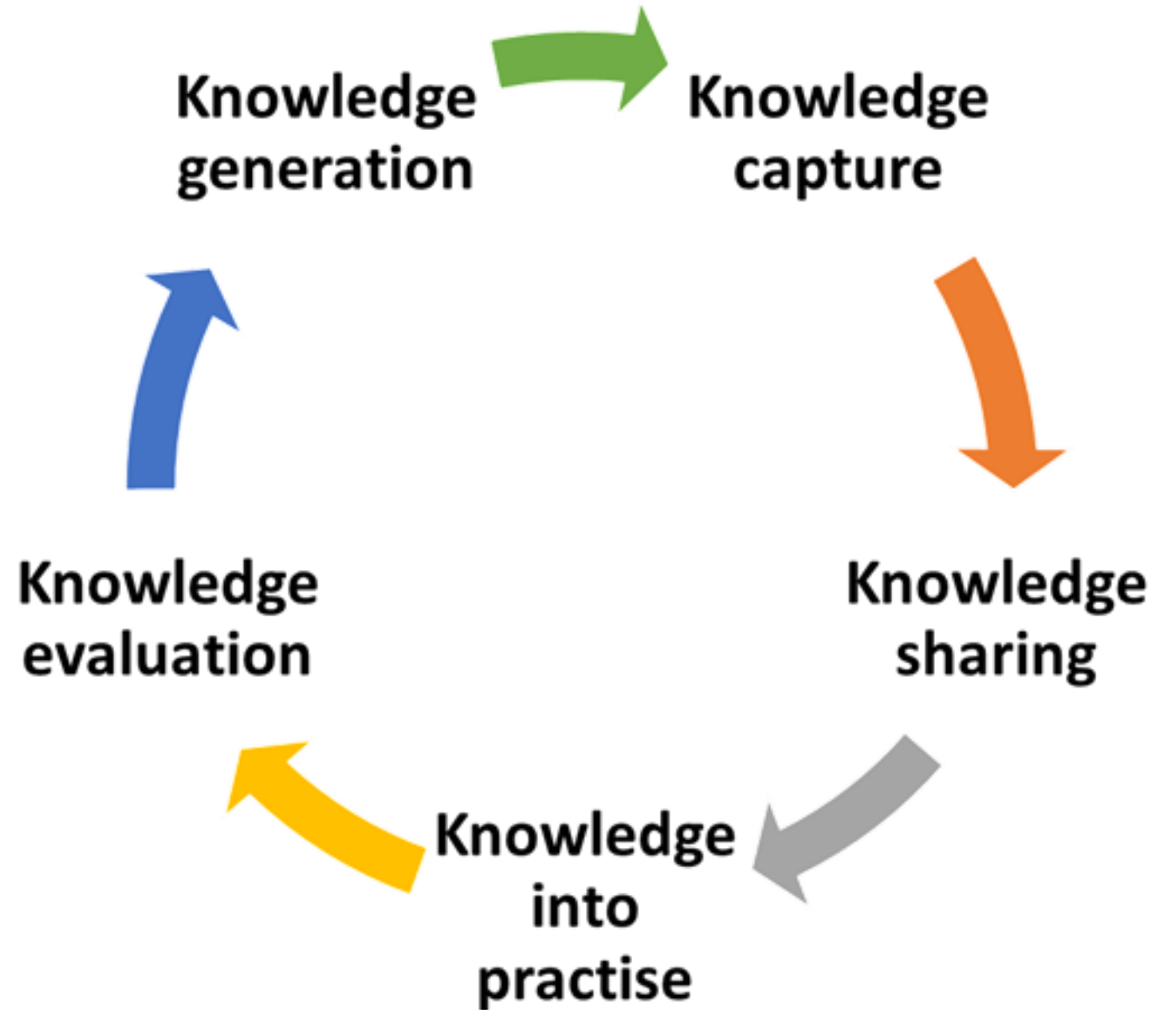


Appreciate the
situation, don't
situate the
appreciation



**If I Can't See It It Isn't
*Happening***

**KNOWLEDGE
MANAGEMENT
CYCLE**





We're
doomed....


All systems
good!

Roger that
Captain

No thanks!

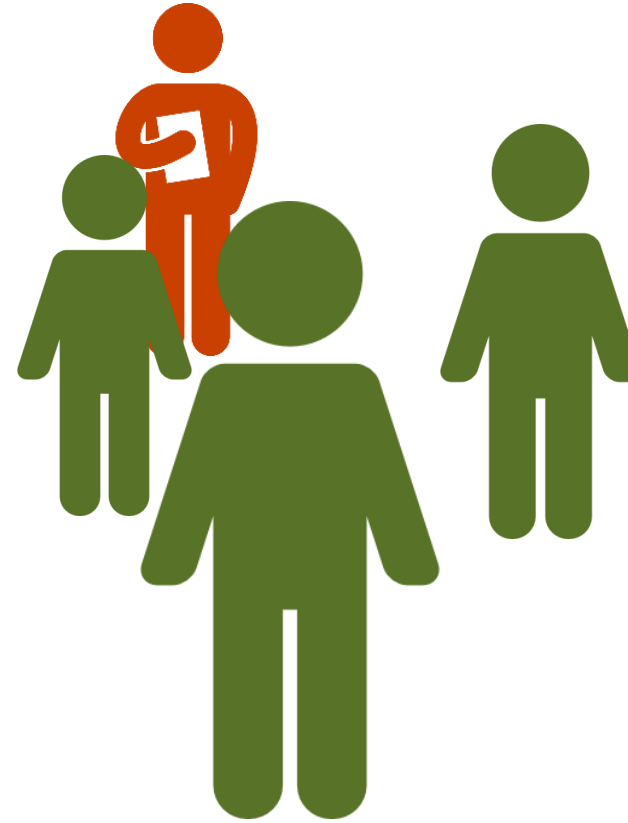
We are
too busy





“There are no solutions
to complex problems -
Only responses”

David Gurteen - <http://conversational-leadership.net/solutions-to-complex-problems/>



The 'FIFO' evaluator, coming in and out of projects

The 'knowledge and learning facilitator', supporting 'evaluative thinking' implementation staff, within a learning organisation

From 'evaluators'
to
Knowledge and
Learning Facilitators

KLF ONLINE
JUSTIFIED & ANCIENT SINCE 1997.

