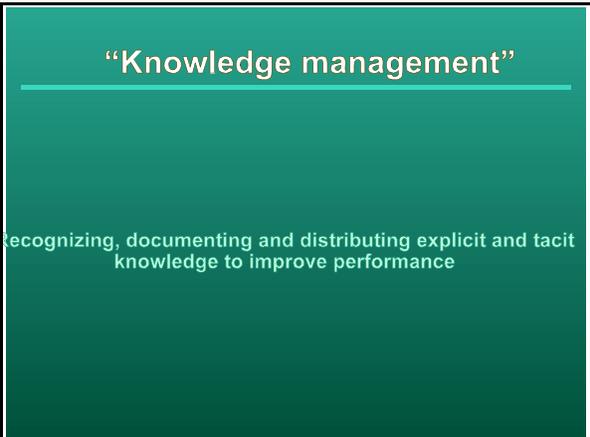


<p style="text-align: center;"><b>Ahead of the curve or behind the pack?</b></p> <hr/> <p style="text-align: center;">Mary Ann B. Ashley Training and Assessment Specialist USNRC</p>	<p><b>Slide 1</b> <span style="float: right;"><b>Ahead of the curve</b></span></p> <p>NOTES:</p>
<p style="text-align: center;"><b>EXERCISE</b></p> <hr/> <p>List 5 activities you have done over the last year that you consider an integral part of implementing SAT at your site.</p>	<p><b>Slide 2</b> <span style="float: right;"><b>EXERCISE</b></span></p> <p>NOTES:</p>
<p style="text-align: center;"><b>Training Topics</b></p> <hr/> <ul style="list-style-type: none"> <li>• Analyzing the effectiveness of .....</li> <li>• Developing and evaluation strategy for .....</li> <li>• How to evaluate required, mandated and elective technical training</li> <li>• Technical needs analysis process</li> <li>• Strategies for training transfer</li> <li>• Achieving performance and results</li> </ul>	<p><b>Slide 3</b> <span style="float: right;"><b>Training Topics</b></span></p> <p>NOTES:</p>
<p style="text-align: center;"><b>Isn't there anything new to talk about????</b></p> <hr/> <p>Why would a nationally and internationally recognized magazine devoted to training spend so much time on basic 'how-to' stuff???</p>	<p><b>Slide 4</b> <span style="float: right;"><b>anything new to talk about????</b></span></p> <p>NOTES:</p>

	<b>Slide 5</b> <b>WHY?</b>
	NOTES:
	<b>Slide 6</b>
	NOTES:
	<b>Slide 7</b> <b>"Knowledge management"</b>
	NOTES:

<p style="text-align: center;"><b>“Explicit knowledge”</b></p> <hr/> <p>Knowledge that is easily codified and conveyed to others</p> <ul style="list-style-type: none"> <li>▪ Start- and stop-points</li> <li>▪ Success standards</li> <li>▪ Training in support of task qualification</li> </ul>	<p style="text-align: center;"><b>Slide 8</b>                      <b>“Explicit knowledge”</b></p> <p>NOTES:</p>
<p style="text-align: center;"><b>“Tacit knowledge”</b></p> <hr/> <p>'how-to' information based on clues, hunches, instinct, and personal insights</p> <ul style="list-style-type: none"> <li>▪ Job aids</li> </ul>	<p style="text-align: center;"><b>Slide 9</b>                      <b>“Tacit knowledge”</b></p> <p>NOTES:</p>
<p style="text-align: center;"><b>“Knowledge half-life”</b></p> <hr/> <p>The point at which the acquisition of new knowledge is more cost effective and offers greater returns than the maintenance of existing knowledge</p>	<p style="text-align: center;"><b>Slide 10</b>                      <b>“Knowledge half-life”</b></p> <p>NOTES:</p>
<p style="text-align: center;"><b>Managing knowledge causes performance improvements that lead to strategic results</b></p> <hr/>	<p style="text-align: center;"><b>Slide 11</b></p> <p>NOTES:</p>

<div data-bbox="207 191 792 625"> <h1 style="text-align: center;">SAT!</h1> <hr style="width: 50%; margin: auto;"/> </div>	<b>Slide 12</b> <span style="float: right;"><b>SAT!</b></span>
	NOTES:
<div data-bbox="207 680 792 1115"> <h2 style="text-align: center;">Important considerations favoring Knowledge Management</h2> <hr style="width: 50%; margin: auto;"/> <ul style="list-style-type: none"> <li>▪ <b>Most memorable and tranformational learning occurs through personal experience</b></li> <li>▪ <b>Adults during a learning experience:</b> <ul style="list-style-type: none"> <li>› Participate</li> <li>› Look for relevance to work</li> <li>› Look for practical application</li> <li>› Raise questions</li> <li>› Analyze content in terms of performance expectations</li> </ul> </li> </ul> </div>	<b>Slide 13 Important considerations favoring Knowledge Management</b>
	NOTES:
<div data-bbox="207 1205 792 1640"> <h2 style="text-align: center;">Renewal vs Improvement</h2> <hr style="width: 50%; margin: auto;"/> <ul style="list-style-type: none"> <li>▪ <b>Improvement</b> <ul style="list-style-type: none"> <li>› Doing things better (sprinting)</li> </ul> </li> <li>▪ <b>Continuous renewal</b> <ul style="list-style-type: none"> <li>› Anticipating change</li> <li>› Adapting (running a marathon)</li> </ul> </li> </ul> </div>	<b>Slide 14</b> <span style="float: right;"><b>Renewal vs Improvement</b></span>
	NOTES:

<p>Are you managing knowledge or trying to do SAT better?</p> <hr/>	<p><b>Slide 15</b></p> <p>NOTES:</p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
<p><b>EXERCISE RESULTS</b></p> <hr/> <p>Identify your current practices as either:</p> <ul style="list-style-type: none"><li>- Behind the curve: doing same things, only better</li><li>- Cutting edge: emphasis on strategic results</li></ul>	<p><b>Slide 16</b>                      <b>EXERCISE RESULTS</b></p> <p>NOTES:</p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
<p><b>Examples</b></p> <hr/> <p>Behind the curve</p> <ul style="list-style-type: none"><li>▪ Using initial lesson plans to conduct requalification training</li><li>▪ Continuing training decisions based on original JTA</li><li>▪ Linear SAT process</li><li>▪ "Stack and track" feedback resolution</li></ul>	<p><b>Slide 17</b>                      <b>Examples</b></p> <p>NOTES:</p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
<p><b>Examples</b></p> <hr/> <p>Cutting Edge</p> <ul style="list-style-type: none"><li>▪ Lesson plans</li><li>▪ Continuing training decision</li><li>▪ SAT process</li><li>▪ Feedback resolution</li></ul>	<p><b>Slide 18</b>                      <b>Examples</b></p> <p>NOTES:</p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>



<p><b>Why use Knowledge Management?</b></p> <hr/> <p>KM has the ability to achieve something that training alone has not been able to do.</p>	<table border="1"><tr><th data-bbox="813 111 1105 170">Slide 22</th><th data-bbox="1105 111 1427 170">Why use</th></tr><tr><td colspan="2" data-bbox="813 170 1427 233">NOTES:</td></tr><tr><td colspan="2" data-bbox="813 233 1427 296"> </td></tr><tr><td colspan="2" data-bbox="813 296 1427 359"> </td></tr><tr><td colspan="2" data-bbox="813 359 1427 422"> </td></tr><tr><td colspan="2" data-bbox="813 422 1427 485"> </td></tr><tr><td colspan="2" data-bbox="813 485 1427 548"> </td></tr><tr><td colspan="2" data-bbox="813 548 1427 600"> </td></tr></table>	Slide 22	Why use	NOTES:													
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<p><b>MY CONCLUSIONS</b></p> <hr/> <ul style="list-style-type: none"><li>▪ People cause organizations to run well or not at all</li><li>▪ Emphasis on people is very important</li><li>▪ SAT can be made to be more focused on people through the use of knowledge management</li></ul>	<table border="1"><tr><th data-bbox="813 600 1105 659">Slide 23</th><th data-bbox="1105 600 1427 659">MY CONCLUSIONS</th></tr><tr><td colspan="2" data-bbox="813 659 1427 722">NOTES:</td></tr><tr><td colspan="2" data-bbox="813 722 1427 785"> </td></tr><tr><td colspan="2" data-bbox="813 785 1427 848"> </td></tr><tr><td colspan="2" data-bbox="813 848 1427 911"> </td></tr><tr><td colspan="2" data-bbox="813 911 1427 974"> </td></tr><tr><td colspan="2" data-bbox="813 974 1427 1037"> </td></tr><tr><td colspan="2" data-bbox="813 1037 1427 1087"> </td></tr></table>	Slide 23	MY CONCLUSIONS	NOTES:													
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