

Knowledge-management – The chance to business success in middle-Thuringia.

WiKoM is the network that supports, establishes and utilizes

- knowledge-based management systems
- measures to improve the employees' qualification
- innovations and co-operations

“Having success in the future through knowledge and competence”

Knowledge that is up to date and its effort through qualified employees becomes more and more important for progressive companies. This represents an important resource for the planning and manufacturing, for products and services. Once in five years the knowledge, that is available worldwide, doubles. Yet existing knowledge loses its value quicker and quicker.

Permanent analysis and modification of company's and personal processes and activities are required to keep up competition. “Knowledge-management” has gained in importance in the big business. But small and medium-sized companies often do not have these possibilities and are not able to realize competition advantages.

This is the starting point of the offers of WiKoM. The work of the network-cooperation WiKoM is supported by the common European initiative group EQUAL. In the focus of our attention are the companies in middle-Thuringia and their employees. The main concern of the partnership are concrete action- and praxis-oriented measures. WiKoM develops instruments, procedures and approaches in cooperation with the responsible persons and accompanied with all necessary measures of consultation and training.

Approaches concentrated on the integration of elderly employees who have specific practical experiences and knowledge are one main focus.

The network-cooperation itself gathers experienced companies and institutions to develop and use operative instruments and methods, that increase the specific potentials of the individual company. This way SMEs and their employees are encouraged to enhance the own practise of knowledge management continuously.

Already available experiences in development and utilisation of knowledge management conjoin with the new know-how to examples of well-working practice. The results are analysed scientifically to create new ideas to advance knowledge management.

The projects below firm up the network:

Knowledge – Competence – Culture of learning (Eichenbaum GmbH)

- Initialisation of internal knowledge transfer by communication and information concepts
- Conservation of specific knowledge and experience potentials of elderly employees to safeguard jobs
- Development of a company-specific culture of learning
- Development of instruments to plan professional qualification for companies and its employees

IKT-Instruments (ILMTEC)

- Development of knowledge-databases
- Implementation of knowledge-management-systems
- Organisation of communication- and information-structures for knowledge-management

TrendScout (Institut der Wirtschaft Thüringens GmbH)

The identification of relevant trends becomes more and more important for the development of any case of business relations. The project is oriented to support small and medium-sized enterprises in the areas of information management and handling.

The following components are included in the project working areas:

- analysis of the information systems in SMEs (identification of relevant sources for information, selection of information, and usage of the database);
- development of information management components;
- design of trend-monitoring systems for companies, and extension/enhancement of the internal competences skills in information management.

Innovation through cooperation and networking (IWT Thüringen)

- addressed to small and medium-sized enterprises that are interested in the development of strategic cooperation or have already started working in
- methodical support in strengthening cooperative relations to partners of business and science to boost company's innovative ability
- offering customised tools and workshops for enhancing participant's competences within the different areas of cooperative management

Integrative Work Organisation Models (TU Ilmenau FG Arbeitswissenschaften)

- Accomplishment of a target-group-specific risk and potential analysis
- Research into fields of activity and its implementation in
- work-organisation- and knowledge-transfer-models
- Development and adjustment of work-environment and -equipment to employees' requirements
- Implementation of new and adapted work-organisation-models in existing operational structures
- Measures of sensitisation to elderly employees and their integration
- into business-concepts, -cultures and -communications

Management-supporting-systems/MSS (TU Ilmenau)

- As-is analysis of strategic divisions of a company and existing and potential chances and risks in the enterprise's environment
- Development of demand-oriented systems to adjust the business' strategy
- Development, presentation and support of implementing suitable management-supporting-systems
- Further education of executives and employees in handling MSS and in situational enhancements of MSS

Pro-Fit 50 plus (Universität Duisburg-Essen/Unternehmerhaus AG Duisburg)

- Research into local age distribution and staff approaches
- Initiation of specific subject-clusters
- Target group-specific workshops
- Establishment of support-structures

Education cooperation and job-adoption (Föbi e.V.)

- Development of cooperation's between internal and external educational institutions
- To generate and communicate relevant knowledge for job beginners
- Initiation of an alliance for education between educational institutions and enterprises