

# River & Stairs Spreadsheet A Leader's Guide

When an organisation uses the Knowledge & Organisation Development Self Assessment Tool<sup>1</sup> with the River & Stairs Spreadsheet it can identify effective ways to improve the use of knowledge by:

- **Learning and sharing** about knowledge management **within the organisation**
- **Learning and sharing** about knowledge management **between organisations**

## Instructions

### 1. Data Worksheet

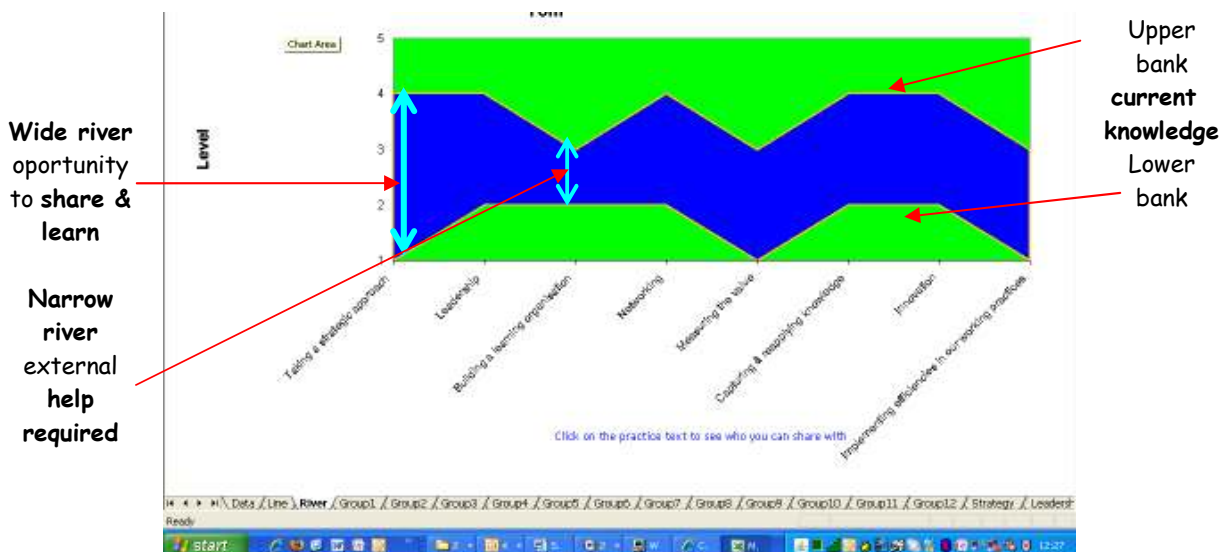
Add department/  
organisation

	Group 1		Group 2		Group 3		Group 4		Group 5		Group 6	
	Fern	Dick	Harry	Bob	Sam	Anna						
	C	T	C	T	C	T	C	T	C	T	C	T
Taking a strategic approach	3	3	2	4	3	3	4	4	1	4	3	3
Leadership	2	4	3	3	3	3	4	4	2	2	3	4
Building a learning organisation	2	2	3	3	2	4	3	4	3	3	3	3
Networking	3	3	2	2	4	4	3	3	2	3	2	2
Measuring the value	2	3	2	4	1	1	3	3	2	2	3	3
Capturing & reapplying knowledge	4	4	3	3	3	5	4	4	4	4	3	3
Innovation	3	3	3	3	2	2	3	4	2	2	3	3
Implementing efficiencies in our working practices	2	2	2	2	1	1	3	3	2	2	2	2

To see the range of  
**current activity**  
click on the River  
tab

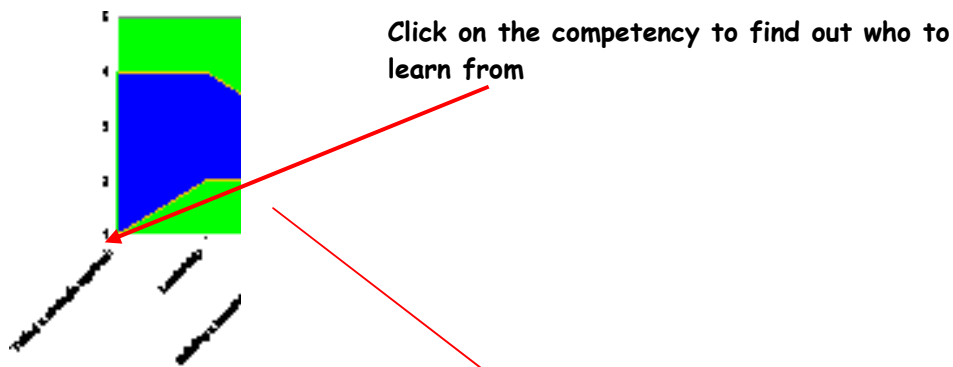
This automatically generates the River & Stairs Diagrams

### 2. River Diagram

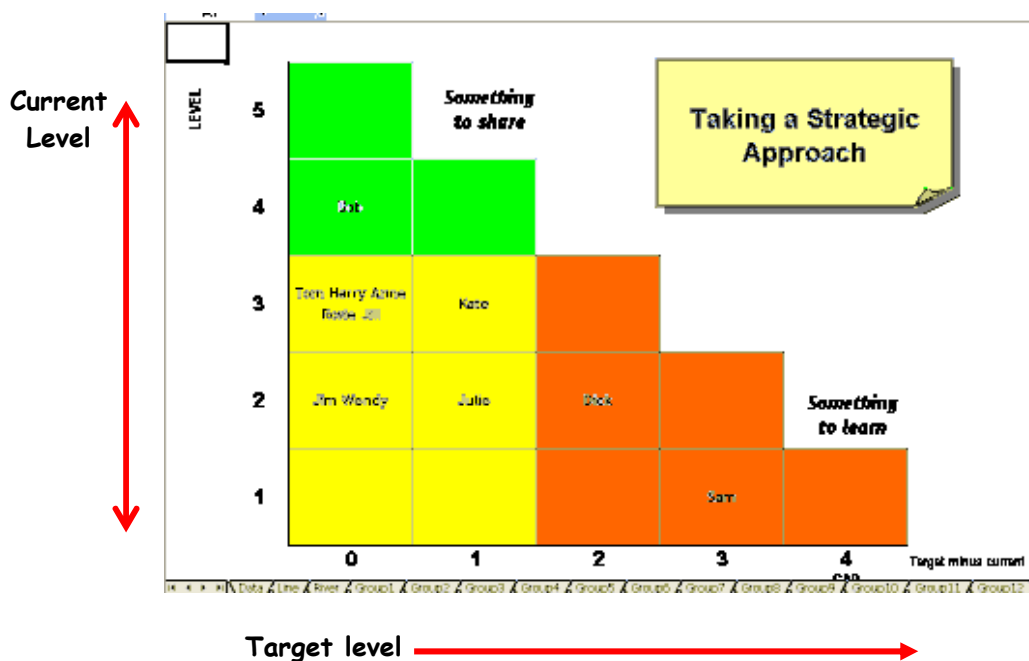


<sup>1</sup> See separate Guide to the K & Organisation Development Self Assessment Tool  
Page 1 of 2

# River & Stairs Spreadsheet A Leader's Guide



### 3. Stairs Diagram



In the example above Jim and Wendy are currently on level two. This is not one of their target areas for improvement so their names appear in the "0" column.

Dick is also currently on level two. However it is one of his areas for improvement, his target is level four. This is two levels higher than he is currently so his name appears on level two in column two, two boxes across from Jim and Wendy's.

#### Sharing and Learning

Dick could contact Bob on level four to find out what he did to get to this level, or he may first contact someone on level three. Those on level three are operating at just one level above him and will be able to give him a few helpful suggestions that would help him to start to move up the stairs.