# Knowledge & OD Self Assessment Tool A Leader's Guide

The aim of the Knowledge & Organisation Development (KM) Self Assessment Tool is to enable an organisation to:

- Identify its own KM strengths and weakness
- **Develop** an integrated **strategic approach** to KM

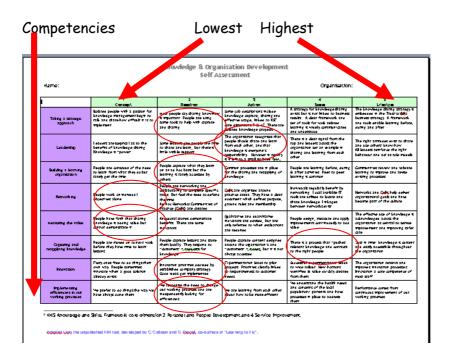
When used with the River & Stairs Spreadsheet<sup>1</sup> the organisation can:

- Learn and share about KM within the organisation
- Learn and share about KM with other organisations

## Instructions

### 1. Current Practice

**Circle** the level for each competency that you think your organisation/part of organisation is currently at.



## 2. Areas for Improvement

Identify the **two or three** competencies that are most important for your organisation/part of organisation to improve in and by **how many levels** the improvement needs to go up.

**Circle** this on the self-assessment form.



#### Tips

The competencies that you select for improvement may not be the ones that you scored lowest. Some higher scored competencies may be more important for your organisation to progress.

Often people think they need to focus on the more strategic aspects eg *developing a strategic* approach or *leadership*; however it is a good idea to have a mix, identifying at least one area where it is possible to achieve some quick wins.

<sup>&</sup>lt;sup>1</sup> See separate Guide to the River & Stairs Spreadsheet