



Transforming Knowledge into Action
Leadership Summit, IUCEE

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A Research study by Professors at Stanford...

- There is a gap between Ignorance and Knowledge. Annual budget globally to fill this gap is around \$ 65 billion.
- There is bigger gap between Knowledge and Action? There is not much research to understand this.
- Have you wondered why?
- Knowing 'what to do' is not enough! We need to convert knowledge into action which is the only way mankind can learn and progress



Some quotes from Albert Einstein

- Whatever we have done in the past has brought us where we are today. But it will not take us another step further.
- Definition of Insanity: Doing the same thing over and over again and expecting different results.
- "Without changing our current patterns of thought, we will not be able to solve those problems that we created in the first place with our current patterns of thought."



What is Learning....

- Learning is the acquisition of data, information, knowledge, understanding, and wisdom. And what are those things?
- **Data** consists of symbols that represent objects, events, and their properties. For example, the speedometer in a car presents data.
- **Information** is data that has been made useful. Information answers who, what, where, when, and how many questions. Information is helpful in deciding what to do, not how to do it. For example, the information that you are driving at 120 mph will help you decide whether to speed up or slow down. But information won't tell you how to do it.
- **Knowledge** consists of instructions and know-how. Knowledge answers how questions. For example, your driving knowledge tells you how to control the car's speed.
- **Understanding** consists of explanations. Understanding answers why questions. For example, you understand why you are in the car in the first place: because you are driving your kids to get ice cream.
- **Wisdom** is the ability to perceive outcomes and determine their value. It is useful for deciding what should be done. For example, the wise may decide that driving recklessly may lead their children to do the same in the future.



Learning

- Tell me and I forget
- Teach me and I remember
- Involve me and I learn

.....*Benjamin Franklin*

Education is not the filling of a bucket, but the lighting of a fire.

--*W.B. Yeats*



Another quote of Einstein

- "The aim [of education] must be the training of independently acting and thinking individuals who, however, see in the service to the community their highest life problem (*Opportunity*)."

[Address, October 1936]

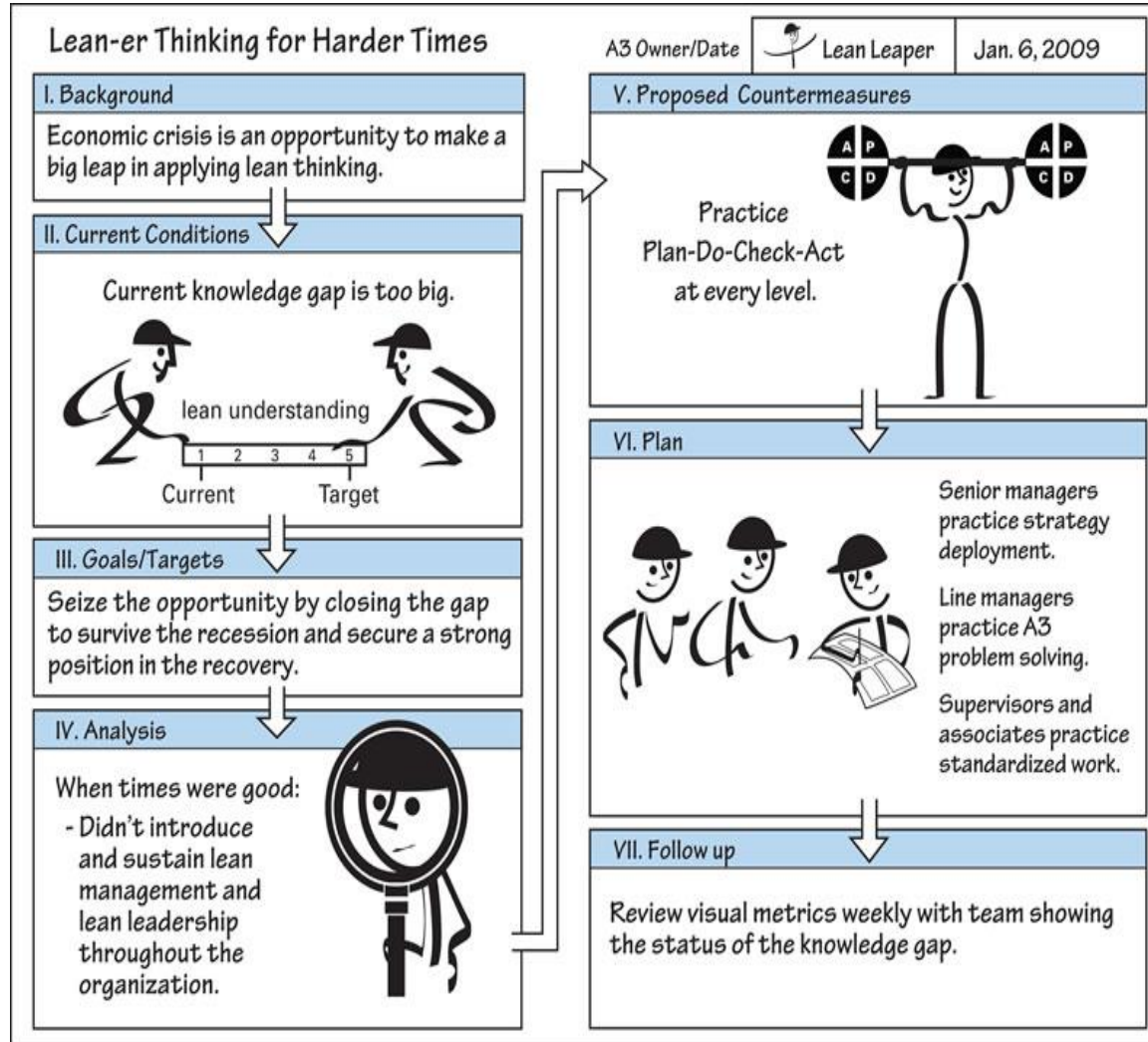


Managing to Learn: Using the A3 Management Process

- Award Winning Book by John Shook published in 2008.
- Provides some understand of how learning can be promoted in any organization.
- A simple tool to guide any manager or leader to make change happen.
- It follows the simple Deming's PDCA philosophy and was developed by Toyota by Taichi Ohno to accelerate the pace of change.



Sample A3





Kaul & Associates

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Factors that influence the knowledge- action gap

- Changing the mind set
- Shared vision, mission and beliefs
- Good governance
- Leadership of the transformation process
- Measurement of the outcomes
- Performance evaluation and recognition schemes
- Team working and communication of goals
- Building capability – faculty and labs
- Industry institute collaboration