

KNOWLEDGE LEADER PROGRAM CONTENT OVERVIEW

The transition journey into the role

- How the Knowledge principal uniquely adds value to the organization
- Transition journey involves shift in:
 - Work values
 - Time application &
 - Skills
- My transition

Delivering results through others

- Characteristics of a high-performing Knowledge leader
- Defining own domain of expertise
- Scoping own domain of expertise
- Operating effectively in a matrix – accountability without control
- Linking own objectives to the value chain

Influence without authority

- Building strong relationships with peers to increase business performance
- Building trust
- Conducting systematic and continuous stakeholder management
- Speeding up change processes
- Influencing and developing others without formal authority
- Develop a coaching approach towards winning over people

Leading own domain of expertise

- Building professional networks inside and outside functional area
- Leading domain of expertise in own function to meet future needs
- Operating across the value chain
- Facilitating innovation
- Applying lateral thinking in everyday life

PERSONAL DEVELOPMENT PLAN & EXECUTION PLAN

WORK VALUES, TIME APPLICATION AND SKILLS

KNOWLEDGE EXPERT PERFORMANCE STANDARDS