

Mode of Knowledge Creation

Tacit to Tacit (Socialization)

- Nagkwentuhan
 - Ay yung nanay ko tinuruan ako mag-adobo
 - Naipasa mo yung pagluluto ng adobo sa kwentuhan niyo

Tacit to Explicit (Externalization)

- Yung lola mo, isinulat sa cookbook lahat ng dishes na alam niya

Explicit to Tacit (Internalization)

- Pag-aralan mo ang niluluto ko, ito ang cookbook
 - Hindi itinuro
 - Pinagbasa ng cookbook

Explicit to Explicit (Combination)

- Cookbook na na-internalize, yung nanay mo naman, itinuro sayo ang natutunan niya, at ipinakita rin sayo ang cookbook, gumawa ka rin ng bagong version ng cookbook mo to improve it

Explicit

- Easy to articulate and share
- It has been articulated
- **Know-what**
 - Formalized and coded
 - Isinulat mo
 - Inilagay sa manual
 - Cook book (How to cook adobo)
 - Process and procedure
- Easy to identify store, and retrieve
- Contained in documents, textbooks, memos, notes, databases
- Can be archived, reviewed, updated or discarded
- Accumulation of an organization's experience kept in a form that can be readily accessed and replicated
- Examples
 - Reports
 - Memos
 - Business Plans
 - Drawings
 - Patents
 - Trademarks
 - Customer lists
 - Methodologies

Implicit

- Can be **controlled by experts**
- Application of explicit knowledge
- Can be articulated
- Can be extracted from an expert in a specific field (Senior Architects, Neurologists)

Tacit

- Gained from personal experience and is more difficult to express
- Cannot be articulated
- **Know-how**
- Individualized, intuitive, subjective
- Part of his failure or success, practice of trial and error
- Personal - stored in the brain of the person
- Different trainings where they gained something
- Hard to communicate - passed on through mentoring, socialization, etc.
- Depends on the willingness of the person to share and convey it to others
 - Knowledge sharing > knowledge hoarding
- Can be communicated through
 - Conversations, workshops, on-the-job training
 - Information technology tools
 - Emails
 - Instant messaging
 - Groupware
 - Online trainings
 - Video conferencing

Tacit to Tacit

- Cooking adobo, itinuro ng lola ko sa nanay ko, tapos itinuro ng nanay ko sa akin
 - **Passing of knowledge**

Tacit to Explicit

- Knowledge of cooking adobo ay isinulat, ginawan ng cookbook (ingredients, procedure)