



**Are  
You  
Ready?**





**CEF**

Connect. Learn. Act.

*is proud to present ...*



# Pirates of the SEE

on a Quest for Knowledge



# Welcome to the Pirate's World!

Bensu



Ivana



Vincent



Ajda



6 dangerous missions are waiting  
for you and your crew!

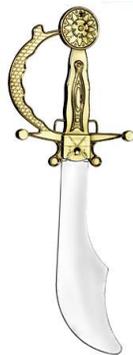


Are you ready?



Really?

When a Pirate, Dress like a pirate!





# Mission #1

Finding Knowledge Island





trading port

danger zone

monkey mountains

safe passage

crocodile river

wild coast

golden coast

new port

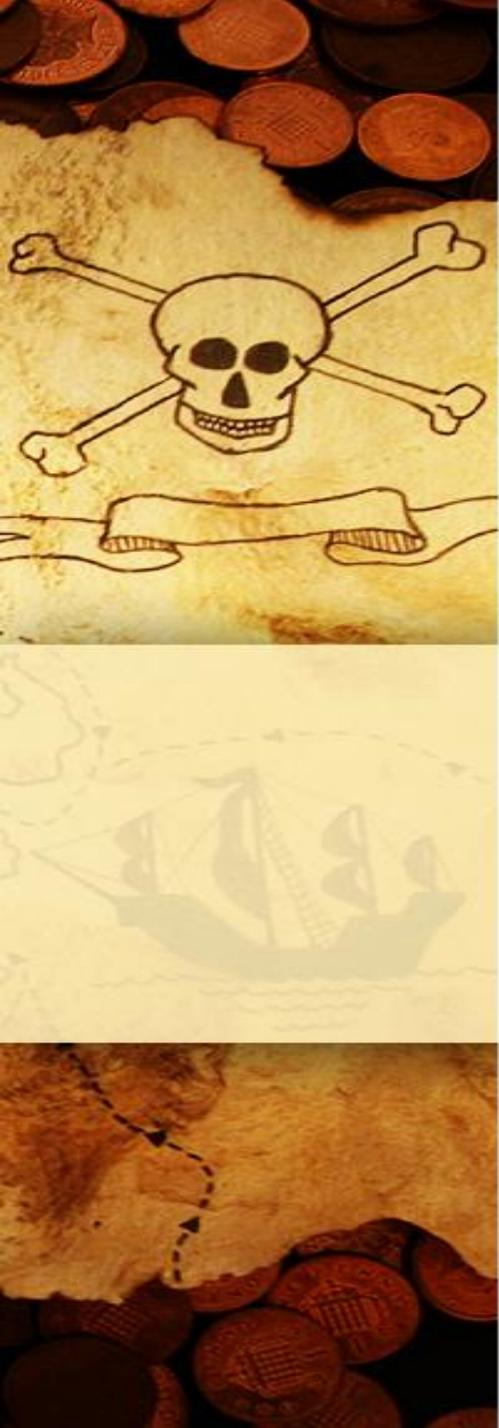
pirate beach

fort Marley

big shadow lake

CORAL

Land! Land!



Your mission: Building the tallest mast



With your Crew build the tallest mast with ...



**But,** build the tallest mast ...

that will also resist ...



Hurricanes  
(strong winds)



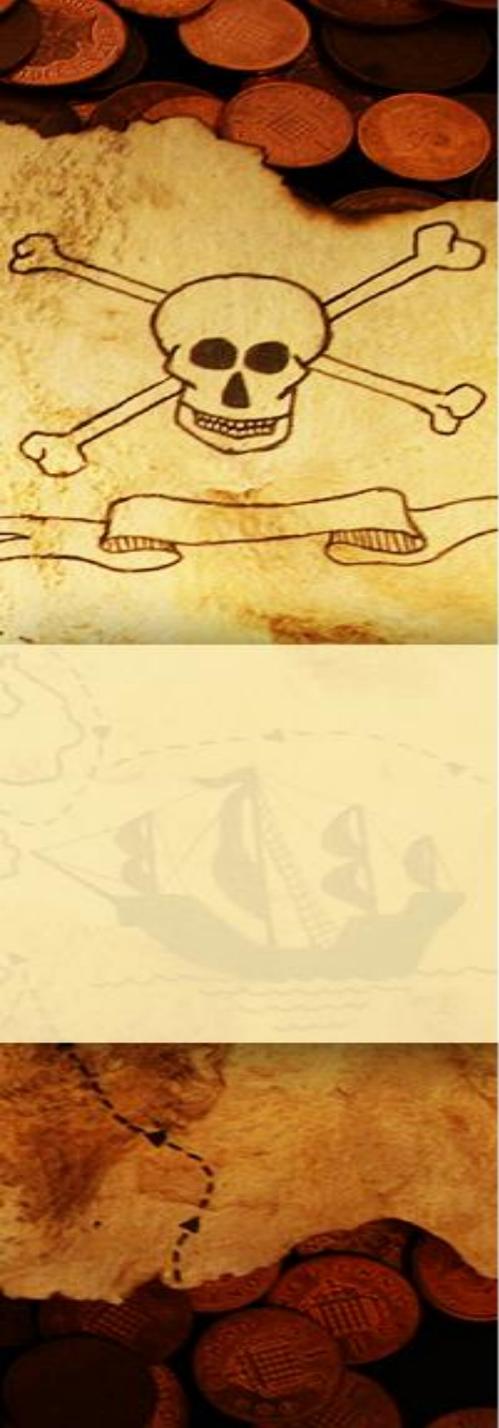
Waves Hits  
(earthquake)

Arrr



You Ready?

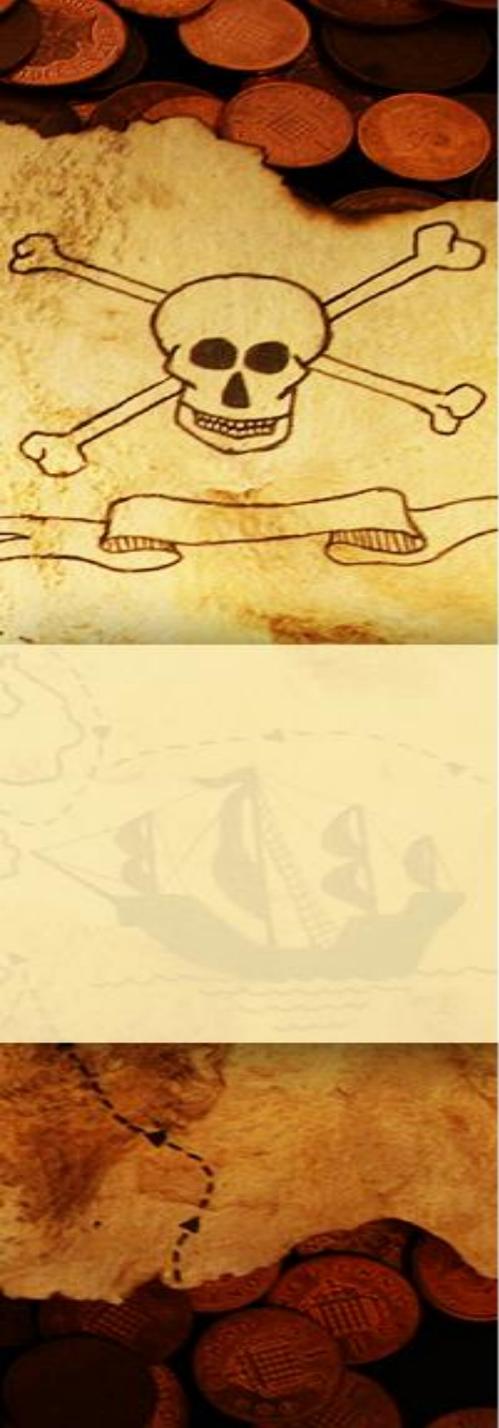






## After Action Review (AAR)

1. What was supposed to happen?
2. What actually happened?
3. What were the good and bad factors of design?
4. What is the learning for next time?



What will be the height of your mast (estimation) if you add to build it again?

Please write down





1 member from another team will now visit your team to share his/her team experience and knowledge gained while building their own mast.

1 member of your team go to visit another team and does the same.





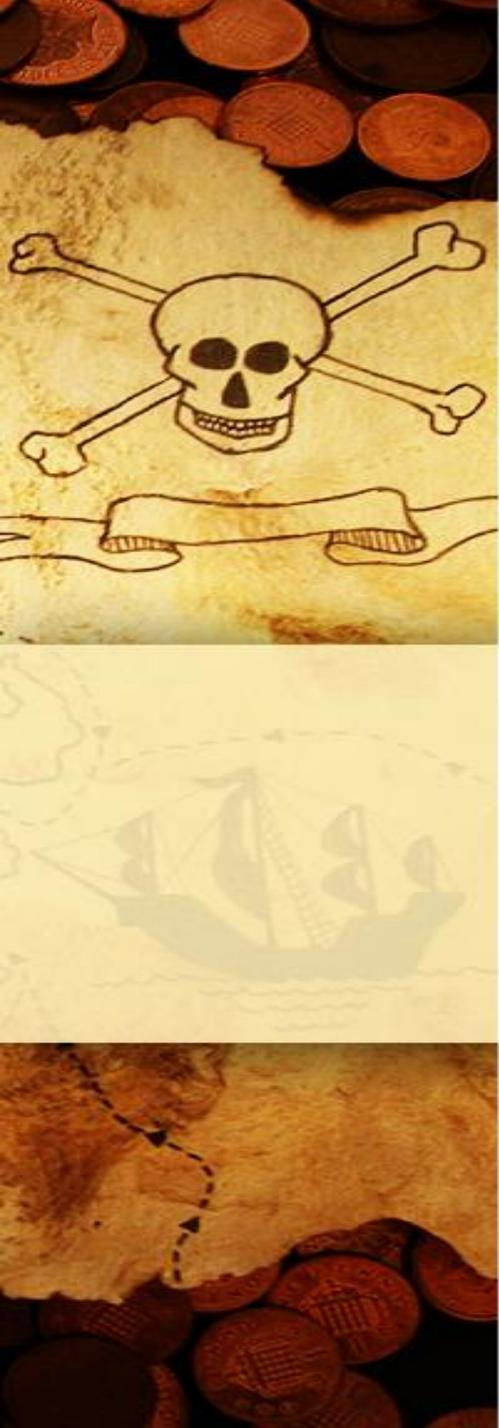
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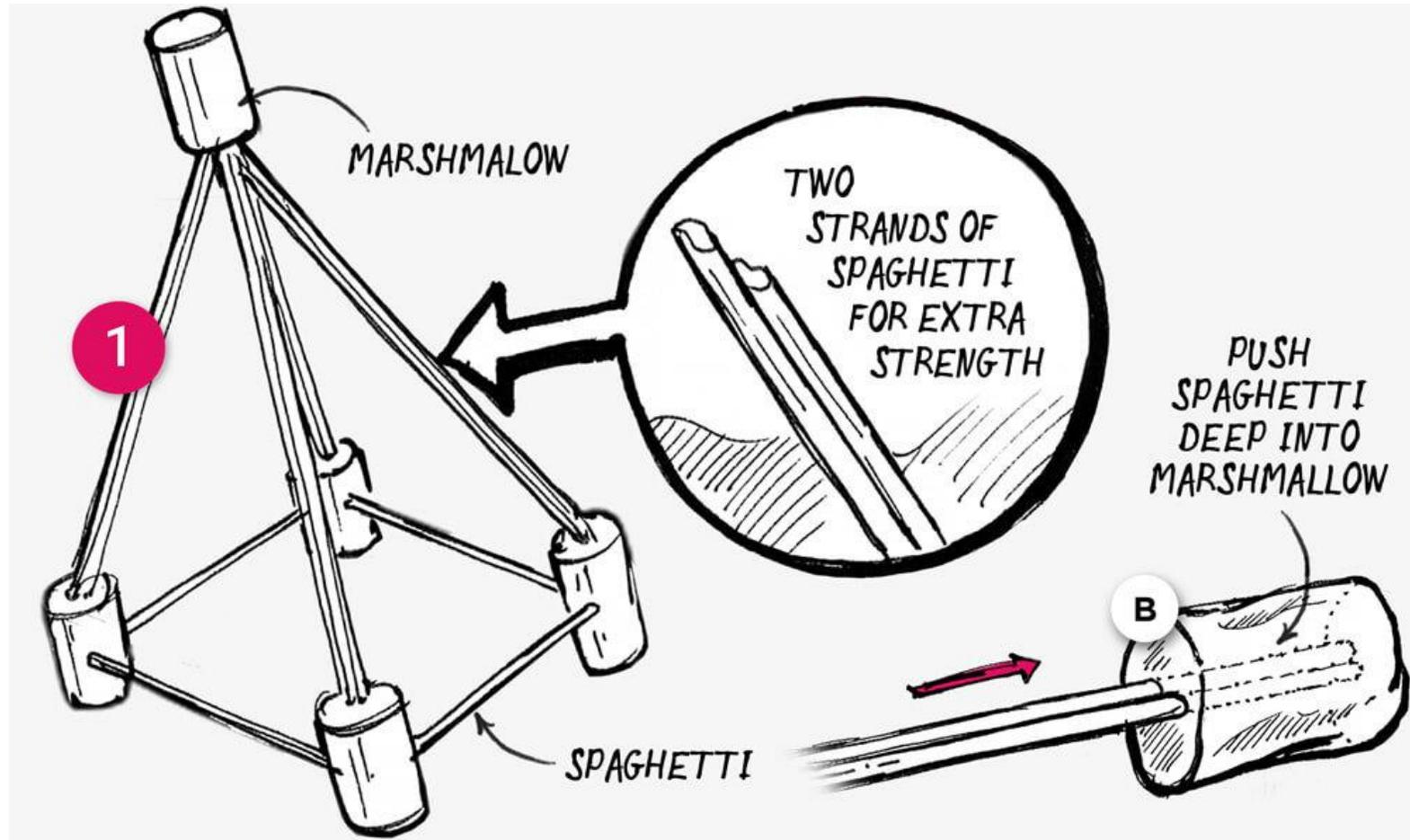




# Good! Practices



# Knowledge Asset





What will be the height of your mast (estimation) if you add to build it again?

Please write down

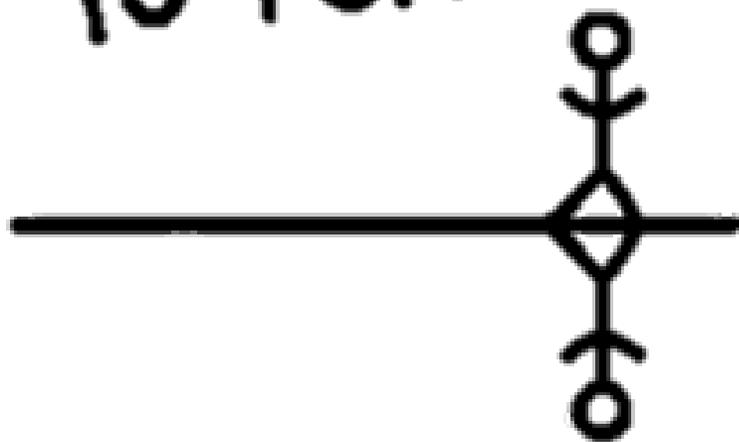








Take time  
to reflect





# Let's reflect!

1. How did the knowledge interventions of AAR, peer assist and knowledge asset/best practice sharing help you?
2. Did the teams design change radically after the AAR? After the peer assist? After the knowledge asset?
3. How did it feel to give away knowledge to other teams during the peer assist?
4. What were the important bits of the knowledge asset?
5. Think about how it felt during the first build, and how it felt during the second build. What were the differences?
6. How pleased were the participants with the first tower? With the second tower?
7. If you had had access to the knowledge asset before the first construction, how tall would your first tower have been?"

# Some of Key Learnings

- Value of knowledge gained => increase confidence (estimated height of tower)
- Final tower higher than 1<sup>st</sup> one and more resilient
- What if in your institution you could tap into such depth knowledge for all key activities?



# *Knowledge Management...* *...in pursuit of excellence*

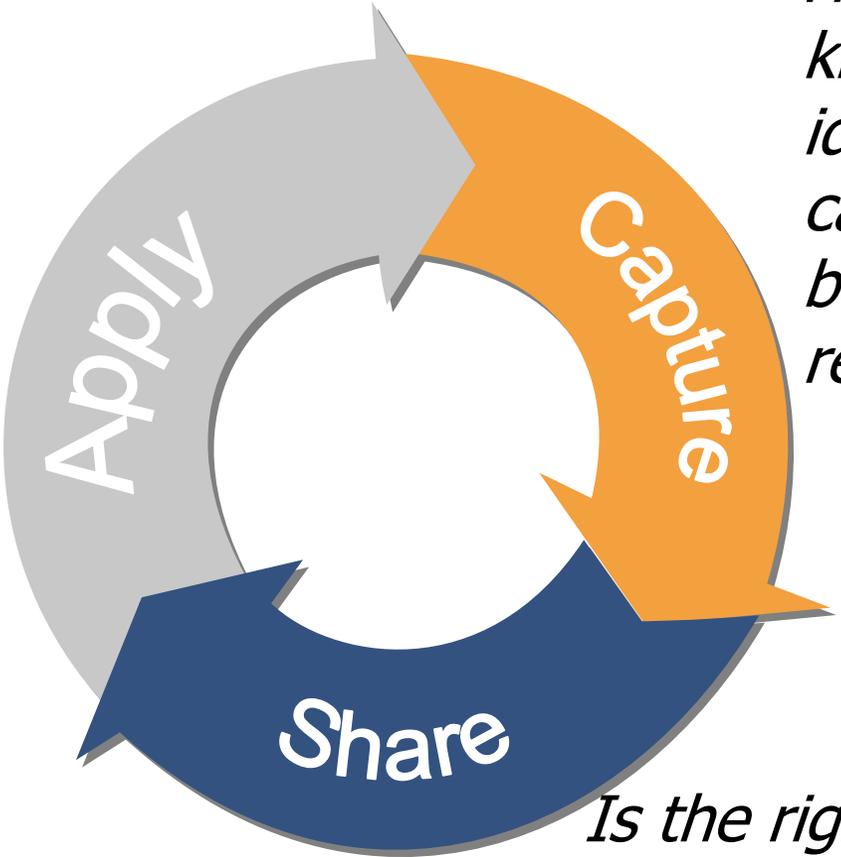
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# Knowledge Life Cycle



*Is the right knowledge being used consistently, in the right way?*

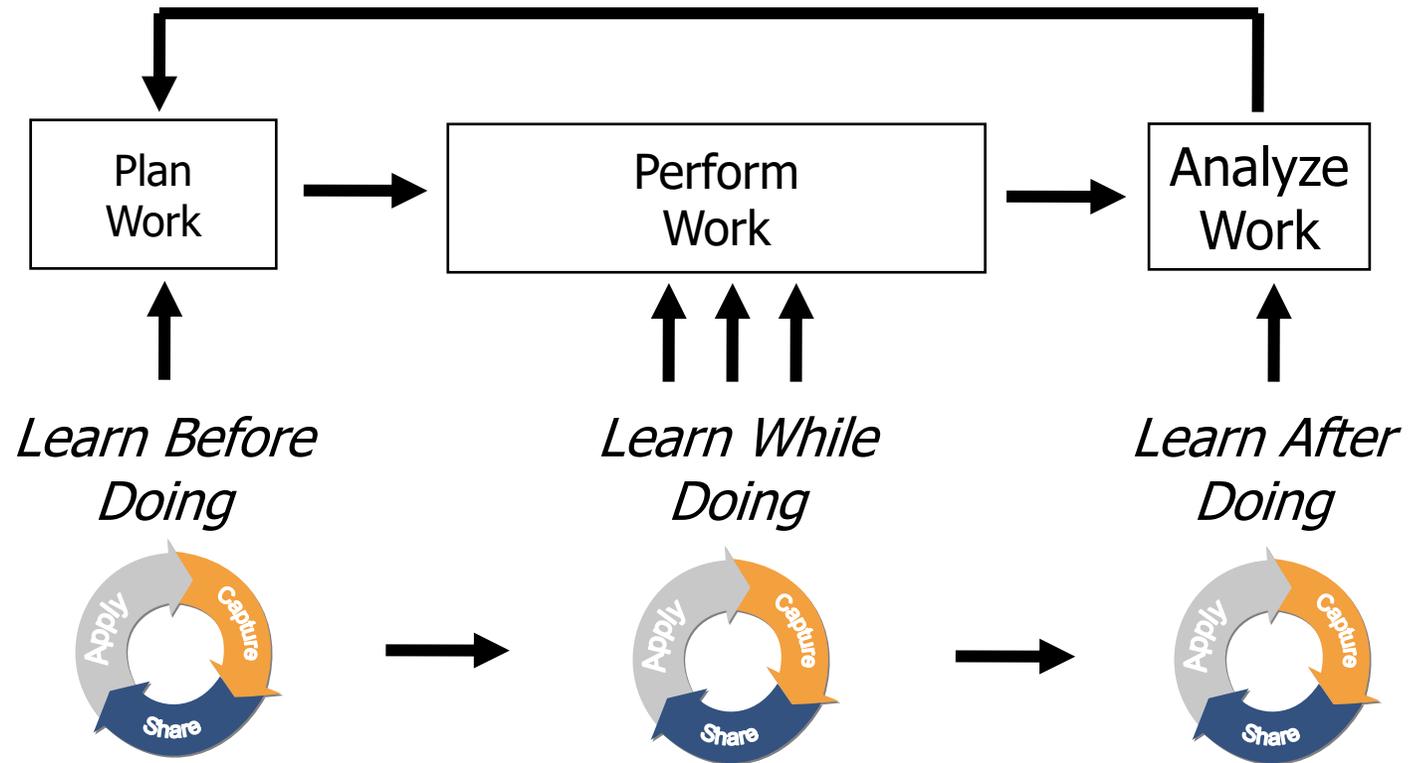


*Has the right knowledge been identified and captured so it can be reused and refined?*

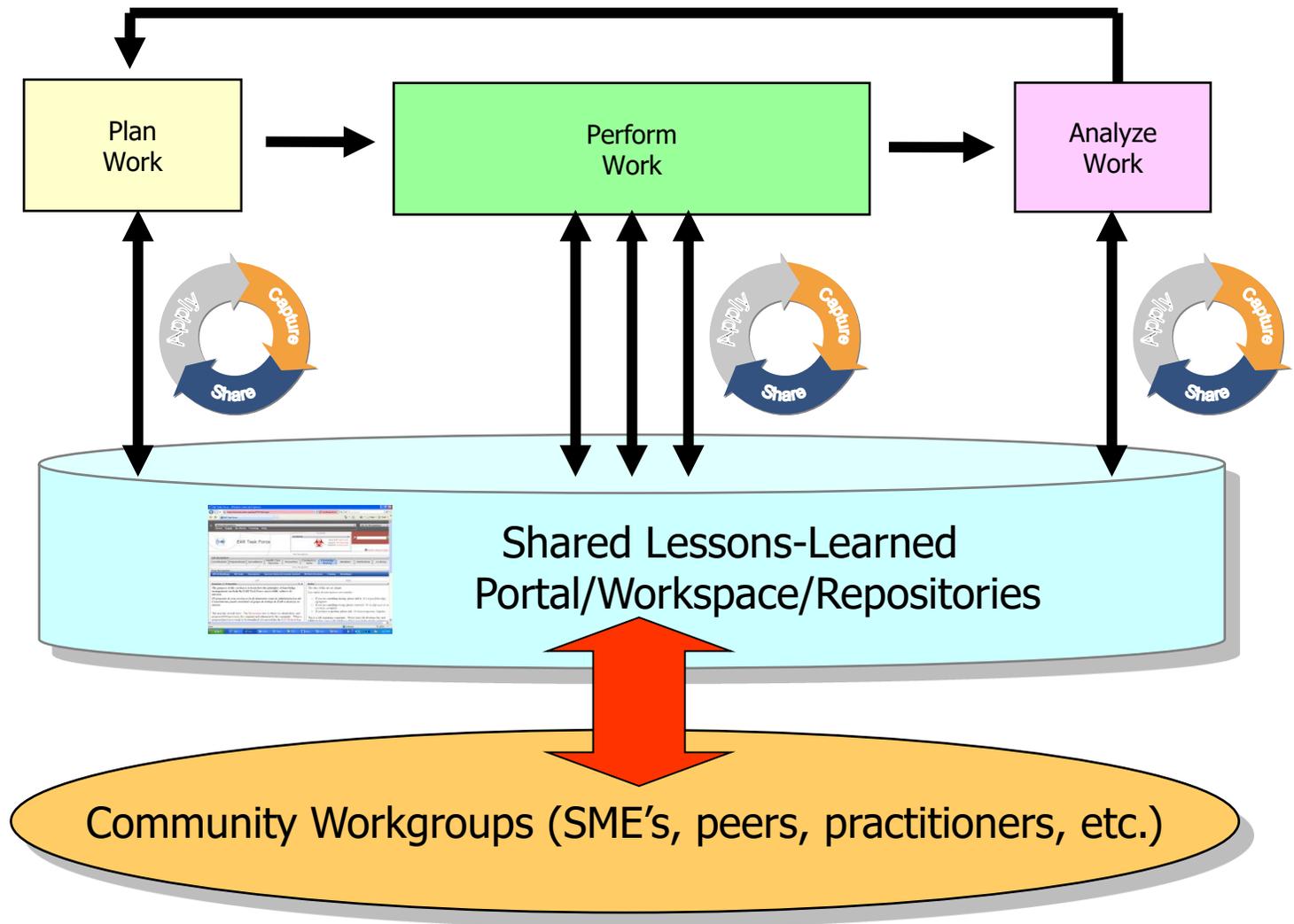
*Is the right knowledge made available to those who need it, when they need it?*



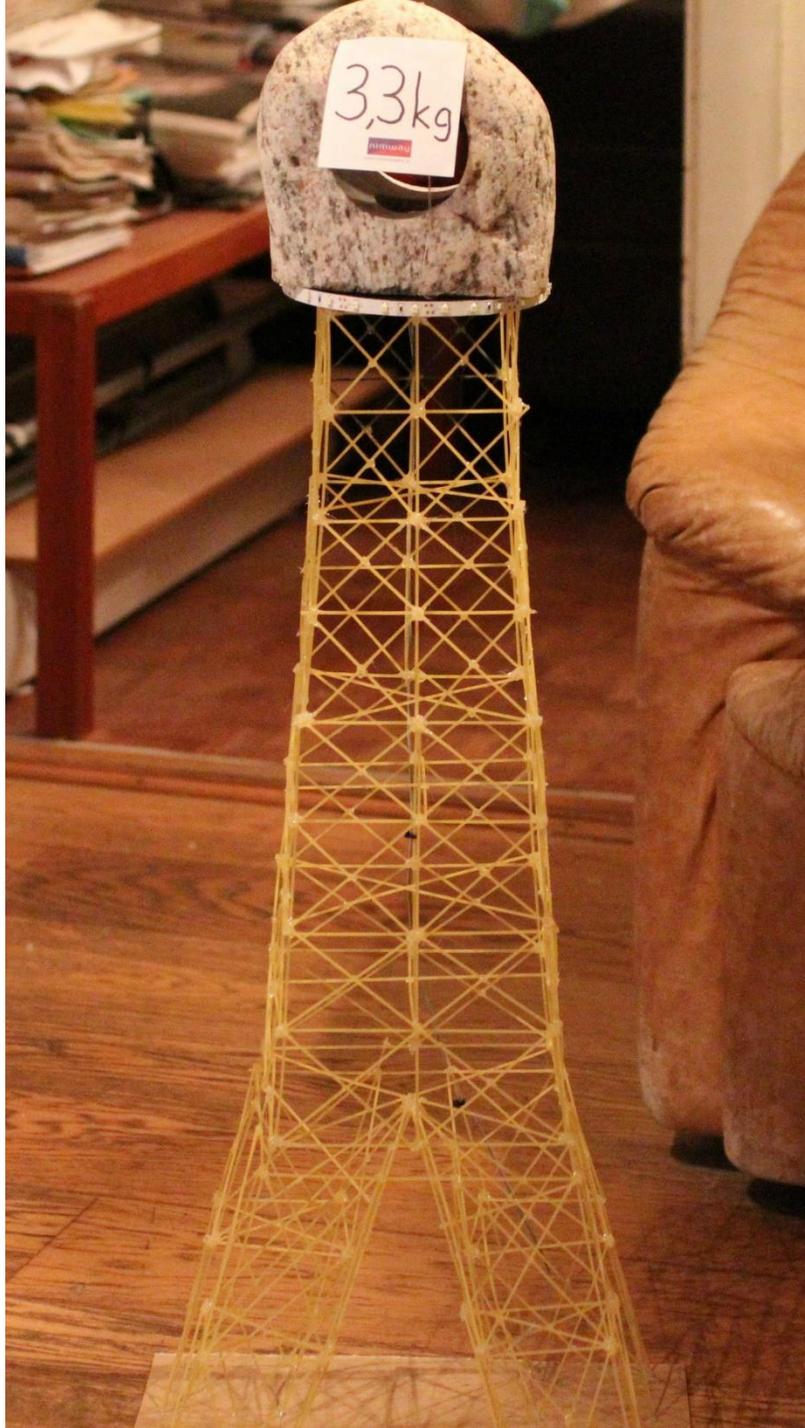
# Application Points



# Continuous Learning Environment









**BRAVO**



Well done Pirates of the SEE  
You now deserve a good night of sleep!





## Mission #2

Planning for your next pirate knowledge mission

Your next pirate knowledge quest



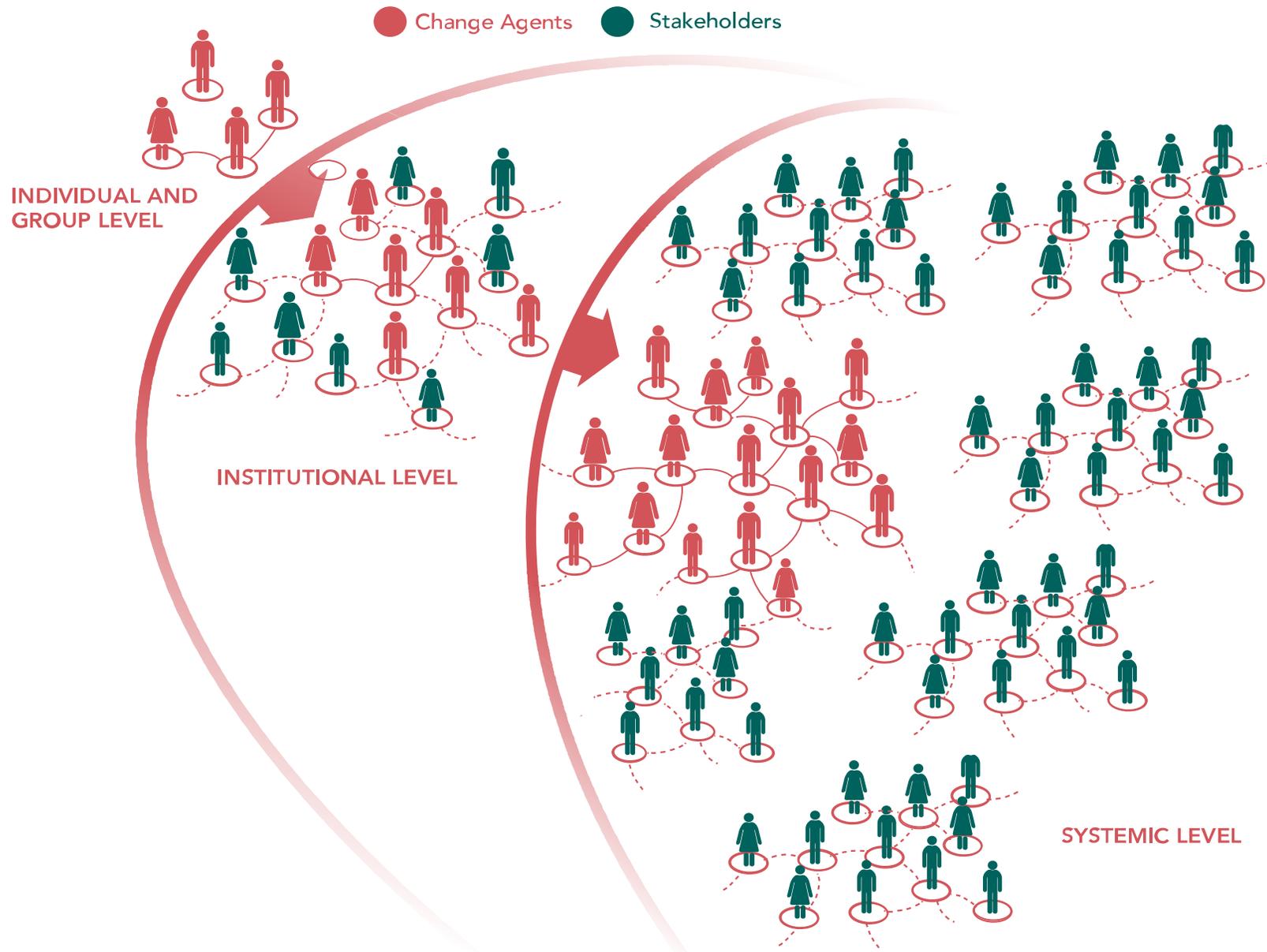
Day #2

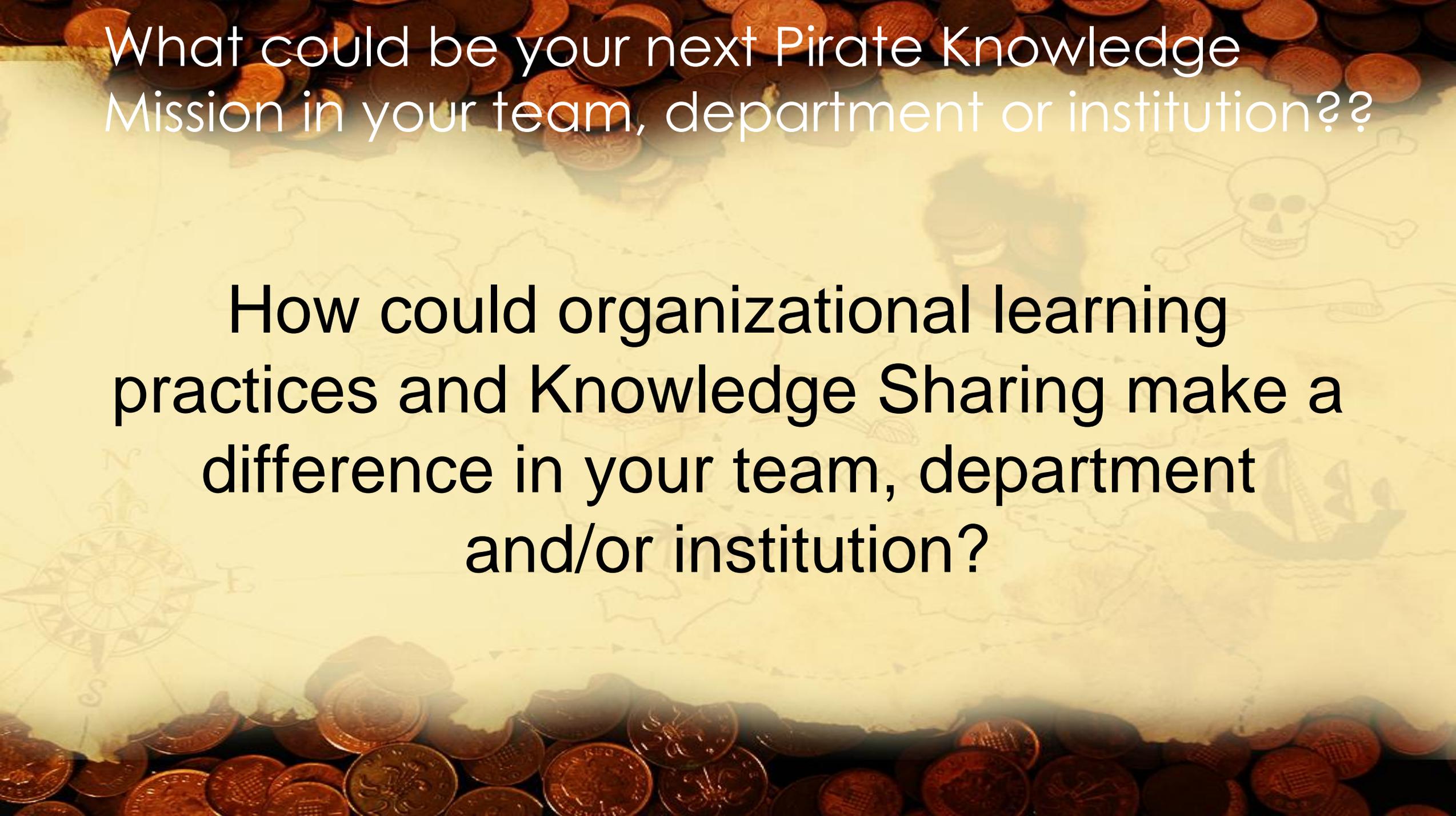


It is not the  
strongest of the species that  
survives,  
nor the most intelligent,  
but the one  
**most responsive to change**"

—CHARLES DARWIN





The background features a parchment-style map with a skull and crossbones in the upper right, a compass rose in the lower left, and a pirate ship in the lower right. The map is framed by a border of copper coins at the top and bottom.

What could be your next Pirate Knowledge Mission in your team, department or institution??

**How could organizational learning practices and Knowledge Sharing make a difference in your team, department and/or institution?**

# SOAR Analysis

	POSITIVES TO BE EXPLOITED	OUTCOMES AND GOALS
CURRENT	<p><b>Strengths</b> 👍</p> <p><b>1</b></p> <p>What are your current LO and Knowledge Sharing strengths?</p>	<p><b>Aspirations</b> 🚀</p> <p><b>3</b></p> <p>What would like to achieve in the future when it comes to LO and KS?</p>
FUTURE	<p><b>Opportunities</b> 💡</p> <p><b>2</b></p> <p>Where do you see some Learning and Knowledge Sharing opportunities?</p>	<p><b>Results</b> 📖</p> <p><b>4</b></p> <p>How is each aspiration (above) going to be measured?</p>



# Mission #3

Message in a Bottle

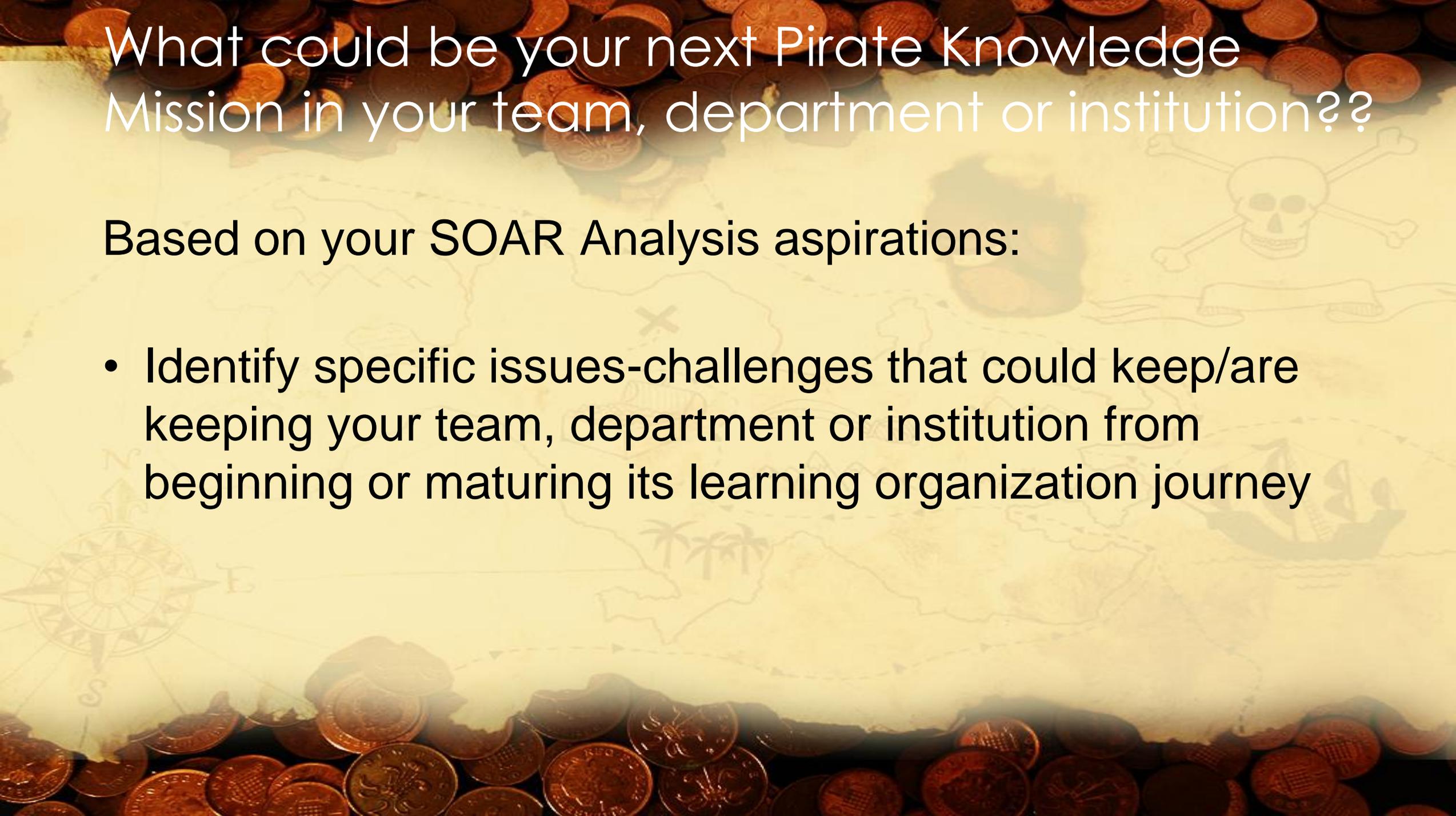


Shipwreck!



# Knowledge Sharing and Organizational Learning Challenges

- All institutions are faced with various types of challenges that hinder their full capacity to effectively and systematically share organizational knowledge and to become a learning organization.
- Luckily today, you will be able to get some help to overcome your own institutional challenges!

The background features a parchment-style map with a compass rose on the left, a skull and crossbones on the right, and a treasure chest in the center. The map is surrounded by a border of copper coins. The text is overlaid on the top portion of the map.

What could be your next Pirate Knowledge Mission in your team, department or institution??

Based on your SOAR Analysis aspirations:

- Identify specific issues-challenges that could keep/are keeping your team, department or institution from beginning or maturing its learning organization journey



## ***Message in a Bottle!***





# I need help!

My team members are not engaged and  
are not motivated to share their  
knowledge with others.

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*Write your name here:*

**Captain  
Jack Sparrow**



# Knowledge Sharing Time!

**1**

**I need help!** Write your name here: 2/ *Pravadi*  
How to convince top executives to take certain measures on organizational transformation?

**METOO** *Pravadi* *Pravadi* *Pravadi*

**I can help!** *Pravadi* Post-it with your name Post-it with your name Post-it with your name

**2**

**I need help!** Write your name here: 2/ *Eric*  
How to improve presentation skills?

**METOO** *Pravadi* *Pravadi* *Pravadi*

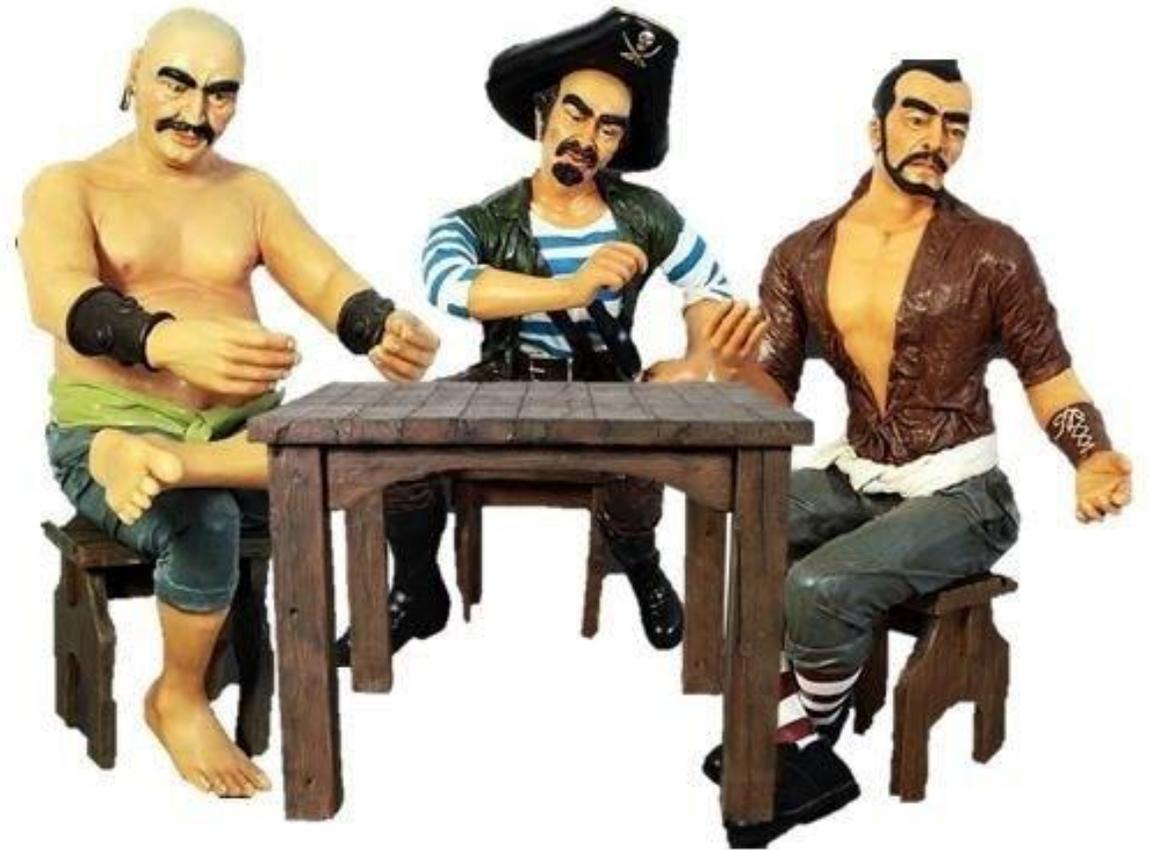
**I can help!** *Pravadi* Post-it with your name Post-it with your name Post-it with your name

**3**

**I need help!** Write your name here: 3/ *Khun Benjamaporn PTTEP*  
How to move from knowledge based organization to become innovative company?

**METOO** *Eric* *Pravadi* *Pravadi*

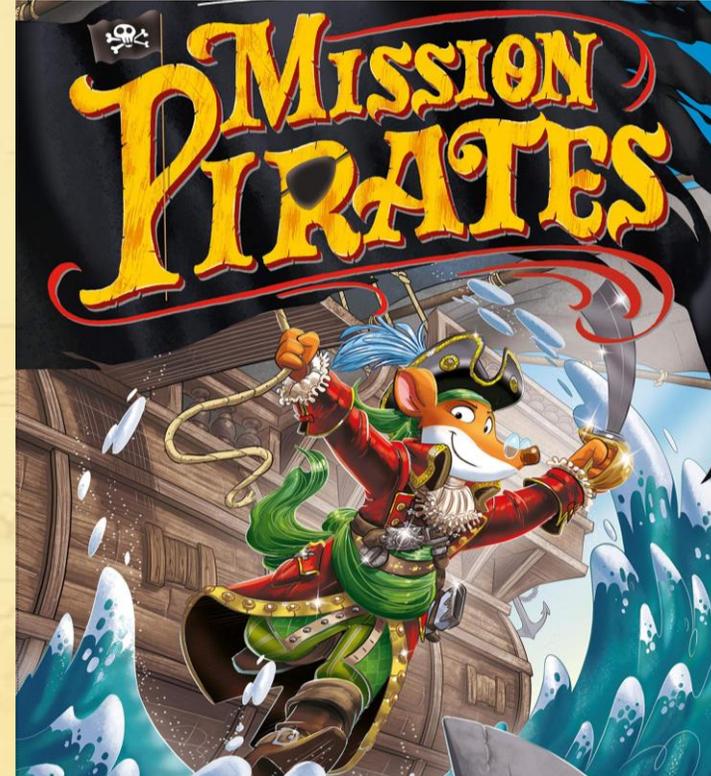
**I can help!** *Pravadi* Post-it with your name Post-it with your name Post-it with your name



# What could be your next Pirate Knowledge Mission in your team, department or institution?

Identify one small scale organizational learning / knowledge sharing project, part of your SOAR aims, and could address/solve one of the challenges you are facing.

A pirate project that **YOU** could complete in a 6 months period.





**S**

**Specific**

State what you'll do  
Use action words

**M**

**Measurable**

Provide a way to  
evaluate  
Use metrics or data  
targets

**A**

**Achievable**

Within your scope  
Possible to accomplish,  
attainable

**R**

**Relevant**

Makes sense within  
your job function  
Improves the  
business in some  
way

**T**

**Time-bound**

State when you'll get  
it done  
Be specific on date  
or timeframe

# Clearly state your next Pirate Knowledge Mission

When I go back to my institution, I, pirate ....., commit to start working on the following knowledge related project/initiative:

.....

.....

.....

.....

Just in case you forget!



Your name  
and address

# PIRATE FOOD





## Mission #4

Exploring the CEF Knowledge Island





# CEF Knowledge Island

Explore the 6 regions and collect valuable clues for your next quest



Collect clues from each Knowledge Island region that will help you achieve your knowledge mission



Governance & Culture

- Key learnings

Parchemin réalisé sur <http://www.5000parchemins.info>

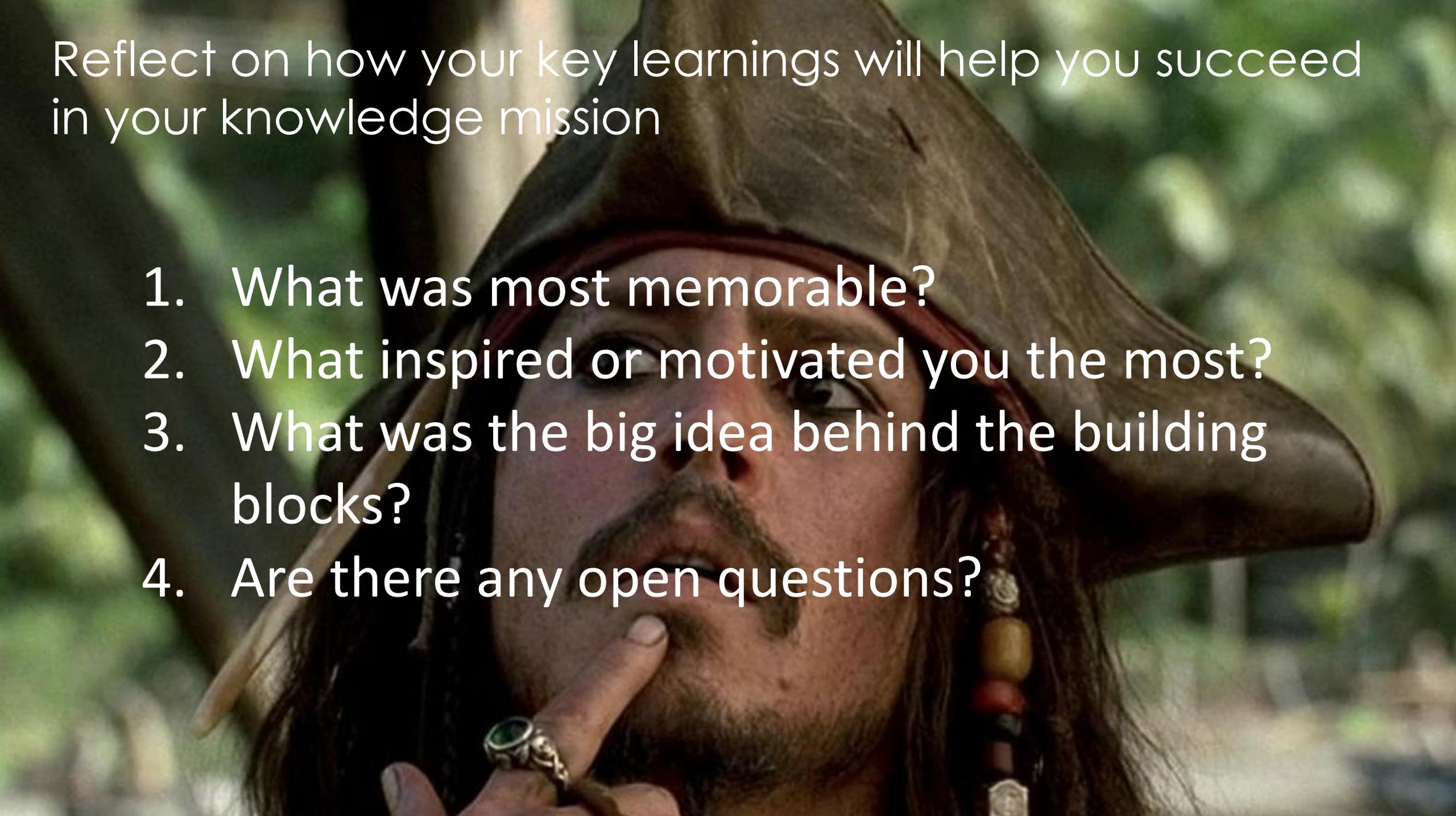




# Mission #5

Knowledge Missions Sharing





Reflect on how your key learnings will help you succeed in your knowledge mission

1. What was most memorable?
2. What inspired or motivated you the most?
3. What was the big idea behind the building blocks?
4. Are there any open questions?

Share you knowledge mission with your crew members and get their feedback and suggestions.





MEET OUR NEW

TEAM MEMBER

In your new crew pick one knowledge mission that you will present tomorrow to the annual meeting of SEE Pirates



The winning Pirates' Crew will be rewarded!



 **CEF**  
Connect. Learn. Act.





# Mission #6

Pitching your Knowledge Mission



Day #3

Pitching presentation requirements?





# Mission #6

Pitching your Knowledge Mission



Day #3

# Step 1 – Discuss how to go about it

- Mindset: **BE OPEN**
- In groups each participant shares the project that they will work on.
- Then, jointly Identify how/if the projects are connected to each other.
- Search for synergies of collaboration and co-creation across institutions.
- Propose how CEF can support your joint work after the event.



## Step 2 - Build prototypes of cooperation

- Mindset: **BE BRAVE**
- The “be brave” mindset will help you get tangible and comfortable with sharing ideas that are in progress.
- Creative materials are available for a hands-on experience with building, sharing, and developing your idea forward.

## Step 3 - Craft your story

- Mindset: **BE EMPATHETIC**
- Draft the story of your prototypes
- Tell a compelling story that convinces others to invest more resources and support you
- Using words each group should paint the picture of what you need and why you need it.

## Step 4 - Your time to shine

- Mindset: **BE INSPIRING**
- Each group steps in front the pitching committee and present their story.
- You have to convey the message in 5 minutes. After the pitch, each group will have 10 minutes for discussion with the committee members.
- At the end the winning team will be **rewarded**.



# Pirate survey



