



**KNOWLEDGE MANAGEMENT FOR AGRICULTURAL  
DEVELOPMENT COMMUNITY OF PRACTICE  
GENERAL ASSEMBLY MEETING: SURVEY REPORT**

March 2025

**Knowledge Management for Agricultural Development Community  
of Practice General Assembly Meeting: Survey Report**

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**March 2025**

On 5 March 2025, the KM4AgD held its first meeting for the year. The objectives of the meeting were centered around reconnecting, presenting the findings from the survey that was sent out to the members and validating the findings towards the development of the CoP plans for the year. The session, which brought together about 39 members of the group, was a very engaging one as members were excited to reconnect with each other after a long while. During his introductory remarks, the Knowledge Management, Digitalization and Learning Cluster Lead Specialist of the Forum for Agricultural Research in Africa, Mr. Benjamin Abugri, highlighted the importance of maintaining and sustaining the CoP. The introductory session was followed by a presentation of the findings from the survey. The survey which had been sent out two weeks before the general meeting sought to understand the various challenges faced by the group, the preferred activities members are interested in, priority discussion topics and research areas, suggestions for ensuring that the CoP remains active, and some recommendations towards the sustainability of the group.

The survey was completed by 34 respondents, providing valuable insights into their perspectives on knowledge management (KM) challenges, preferred roles, and suggestions for improving group engagement. Below is a snapshot of the responses:



## 1. Knowledge Management (KM) challenges faced

- **Capturing and sharing knowledge:**
  - Difficulty in documenting and transferring tacit/implicit knowledge within teams
  - Loss of critical expertise due to employee turnover or retirement
  - Departments or teams working in isolation, preventing cross-functional knowledge flow
- **KM Strategy development and implementation:**
  - Struggles with structuring KM strategies effectively implementing them
  - Absence of well defined KM processes, making knowledge retention difficult
  - Resistance to adopting new KM practices among employees
- **Resistance to KM adoption:**
  - Key stakeholders often hesitate to integrate KM processes
  - Lack of understanding of KM
  - Apathy from staff towards KM

- Lack of incentives open knowledge exchange
- **Lack of structured KM systems:**
  - Key stakeholders often hesitate to integrate KM processes
- Shift in focus of organisation to tech development instead of dissemination
- **Change of management concerns:**
  - Difficulty in getting employees to embrace new KM practices
  - Getting leaders to provide sustained support to KM for longer term activities
- **Limited knowledge-sharing culture:**
  - Hesitancy in openly exchanging knowledge due to organizational structures or lack of incentives
  - Knowledge hoarding especially among technical staff
- **Technology and accessibility issues:**
  - Some respondents noted challenges in using digital KM tools effectively.
  - Difficulty in filtering and managing large volumes of information to extract valuable insights
- **Community of practice challenges:**
  - Difficulty in keeping members actively involved in discussion and activities
  - Difficulty in integrating CoPs into organizational (projects budget lines) KM frameworks to ensure sustainability

## 2. Preferred Activities for the CoP

- **Training Sessions:**
  - Topics such as writing policy briefs, AI in KM, and best practices in knowledge retention
- **Webinars & Online Learning:**
  - Virtual sessions led by KM experts
- **Peer Learning Engagements:**
  - Opportunities for members to exchange experiences and best practices
- **Mentorship Programs & Fellowships**
  - Creating opportunities for guided learning and practical KM application

- **Specialized Workshops & Retreat**
  - Focus on hands-on learning and in-depth discussions
- **Change Stories & Case Studies**
  - Showcasing real-life KM successes and lessons learned

### 3. Willingness to Lead Activities

Some participants expressed interest in taking leadership roles in the following domains:



### 4. Priority Discussion Topics for Individual Growth

Members listed their preferred topics, with recurring themes including:

- **Strengthening knowledge networks and collaboration:**
  - Best practices for creating strong KM partnerships
- **Measuring KM Impact:**
  - Understanding how to assess KM effectiveness
- **KM in agriculture and food security:**
  - Applying KM principles in the agricultural sector
- **Artificial Intelligence (AI) and KM:**
  - Exploring how AI can enhance KM processes
- **Building a KM-driven organizational culture:**

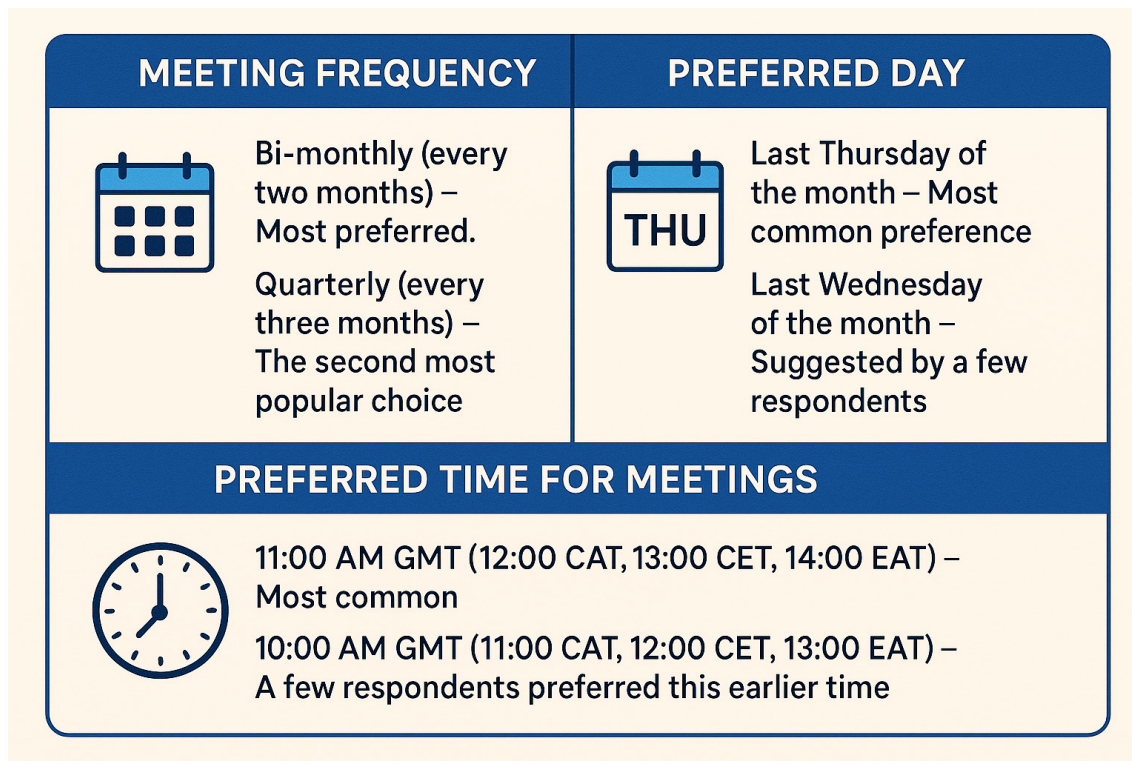
- Embedding KM into daily work routines
- **KM innovation and entrepreneurship:**
  - Leveraging KM for business and organizational sustainability
- **Managing digital KM platforms:**
  - Best practices for digital knowledge-sharing tools
- **KM for informed decision-making:**
  - What's the intersection between KM, Research & Policy Making; How can knowledge management inform policy and decision-making?
- **KM Architecture**

## 5. Research Interests for Possible Publication

- **AI-powered knowledge hubs:**
  - Using AI to enhance knowledge-sharing systems
- **Collaborative intelligence and machine learning in KM:**
  - Exploring how these technologies support knowledge management
- **KM's role in food security and sustainable development:**
  - Understanding how knowledge-sharing impacts food production and resilience
- **Knowledge entrepreneurship:**
  - The intersection of KM and business development
- **Strengthening indigenous knowledge systems:**
  - Recognizing and preserving traditional knowledge practices
- **Structuring in Knowledge Management:**
  - Research into the roles and responsibilities to clearly outline roles and responsibilities
- **Impact of Gender differences on Knowledge management activities**
- **Impact of KM Systems in Communities of Practice in Agric Development. (FARA as a case study)**
- **Level of adoption of the KM Agenda for Africa and Effect of Change Management**

## 6. Preferred Meeting Frequency and Format

Members indicated their preferred schedule for engagements as follows:



## 7. Desired Roles for KM4AgD25 Event

Participants identified roles they would like to play in the KM4AgD25 event:



## 8. Suggestions for Making the CoP More Engaging

1

### Interactive knowledge-sharing activities

Using storytelling, live discussions, and group exercises

2

### Developing a KM leadership program

Structured mentorship and capacity-building initiatives, develop a training curriculum/module (rotational mentorship programme)

3

### Creating more structured engagement plans

Clear roles, responsibilities, and action points



4

### Encouraging more active participation

Incentives for contributions & consistent follow-ups, integration of M&E tools, collaborative programme design & implementation

5

### Ensuring follow-through on commitments

Implementing action items from meetings

6

### Collaborations

Collaborating with fellows on their KM activities

## Recommendations

Based on the survey responses, the following recommendations were suggested:

**Address Knowledge Capture Challenges:** Better systems for capturing tacit knowledge and transforming it into usable formats are needed. Training on tools and methods for codifying tacit knowledge could be highly beneficial.

**Focus on Strategy Execution:** Organizations need to address the barriers preventing the successful implementation of KM strategies. This could involve reducing bureaucratic hurdles and fostering greater buy-in from key stakeholders.

**Enhance Engagement Through Interactive and AI-Driven Activities:** To sustain engagement, the community should prioritize interactive knowledge-sharing sessions and leverage AI to improve content discovery and facilitate Q&A sessions.

**Promote Collaborative Content Development:** Creating shared resources will provide valuable insights and foster a collaborative environment, encouraging members to contribute and learn from each other.

**Incorporate Gamification:** Introducing gamification can increase motivation and active participation. Rewarding contributions through leaderboards and recognition can incentivize greater involvement from members.

**Nurture Future Leaders:** Developing a KM leadership program would be a strategic investment in cultivating a new generation of KM experts who can drive initiatives within the community and beyond.



## Conclusion

Keeping the community engaged serves as a way of promoting a knowledge-sharing culture amongst members as well as within their respective organizations and institutions. The session served as a guide in the development of the plan of activities for the rest of the year 2025. Based on the most preferred frequency and day for the CoP meetings, the second meeting was scheduled for **29 May 2025 at 11:00 am GMT**. These meetings aim to address the various challenges raised by members and contribute to their development as well as foster KM practices within their respective organisations.

## KM4AgD PARTNERS



