



Supplement of

Knowledge Management in the Federal Company for Radioactive Waste Disposal (BGE)

Gunnar Hoefer et al.

Correspondence to: Gunnar Hoefer (gunnar.hoefer@bge.de)

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KNOWLEDGE MANAGEMENT IN THE FEDERAL COMPANY FOR RADIOACTIVE WASTE DISPOSAL (BGE)

GUNNAR HOEFER, SEBASTIAN WANKA, PETER L. WELLMANN

Berlin, 10th November 2021

KNOWLEDGE MANAGEMENT IN THE BGE

- Tasks
- Goals
- Challenges



– WHY?

KNOWLEDGE MANAGEMENT IN THE BGE

– WHY?



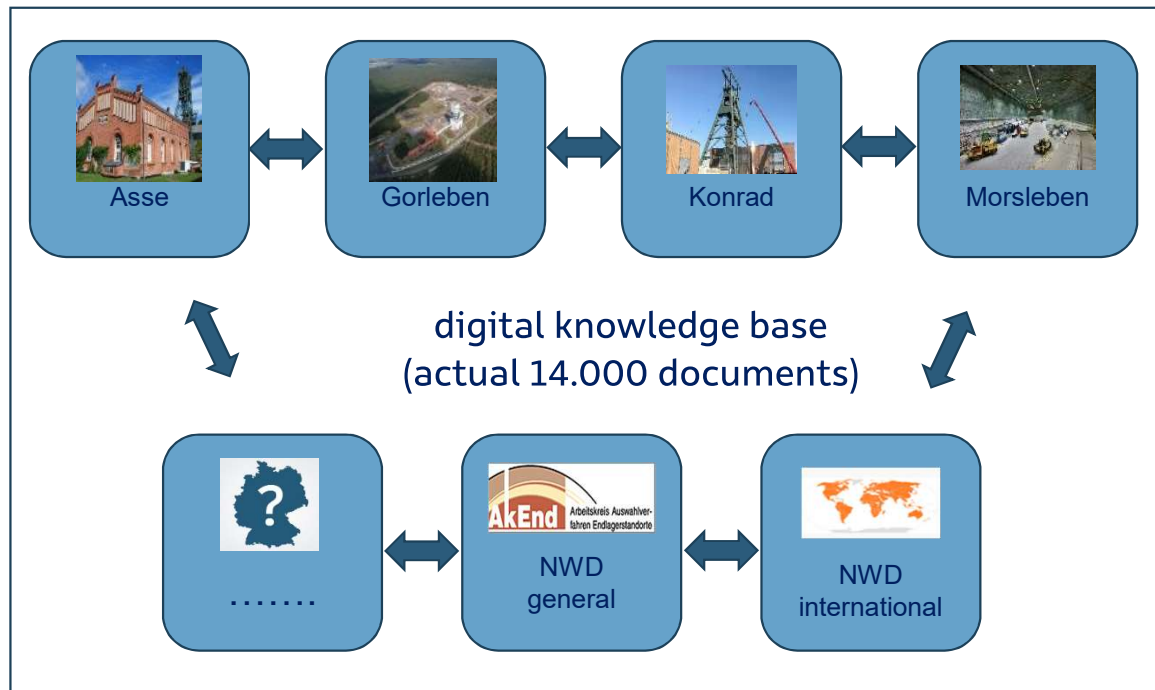
- Intergenerational duration of our projects
- Acute threat of loss of Know-how
 - Generation change
 - Personnel turnover
 - Job change (internal/external)
 - Skills shortage
 - Decline in national mining activities
 - Exit from nuclear technology

KNOWLEDGE MANAGEMENT IN THE BGE

– TYPES OF KNOWLEDGE

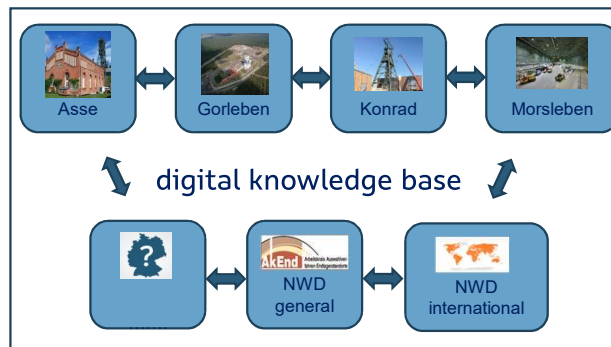


KNOWLEDGE MANAGEMENT IN THE BGE – CAPTURE OF EXPLICIT KNOWLEDGE



- Collect, secure and distribute
- Inventory of existing knowledge
- Basis for decision/orientation

KNOWLEDGE MANAGEMENT IN THE BGE – EXPLICIT KNOWLEDGE

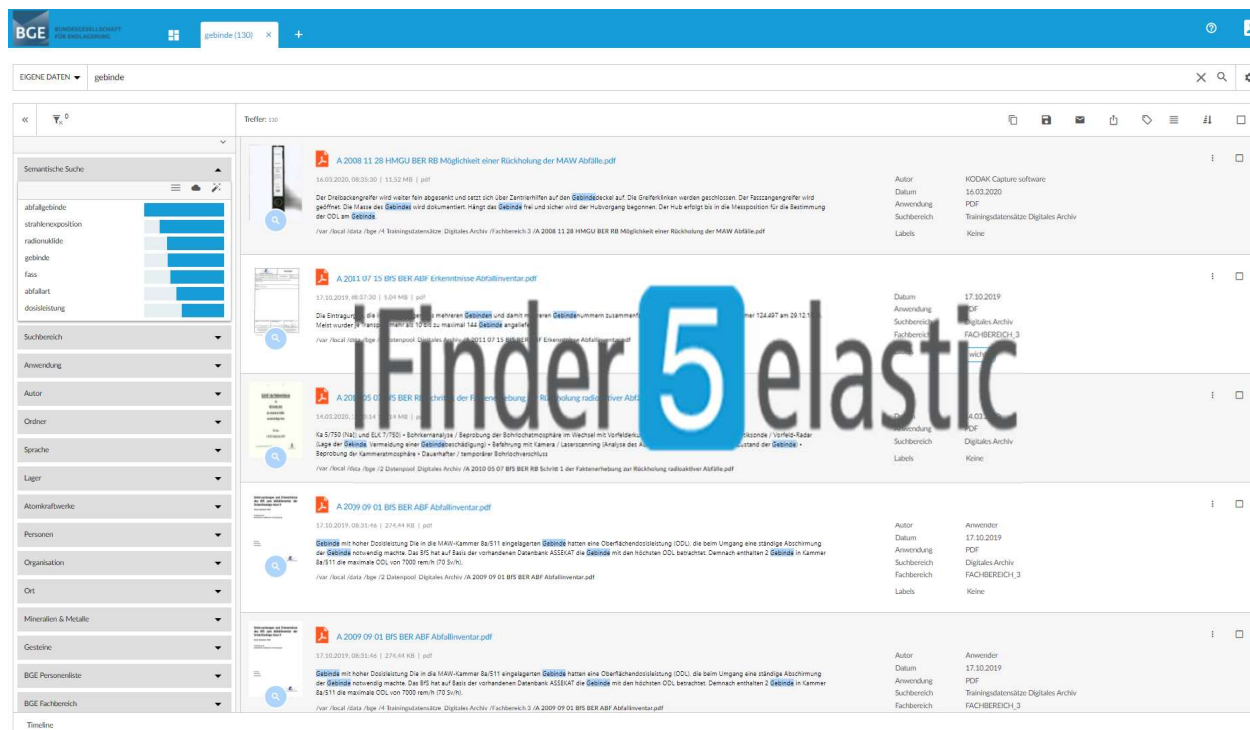


TIB, GRS, BGR, BfS, Internet ...



- Content indexing and provision of work-relevant information by means of software
- Connection of external data sources for information/literature procurement

KNOWLEDGE MANAGEMENT IN THE BGE – EXPLICIT KNOWLEDGE / DISTRIBUTION



IntraFind GmbH München

<https://intrafind.com/de>

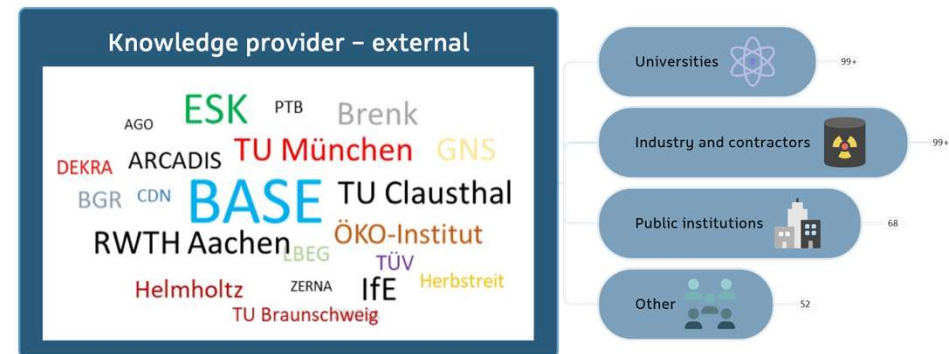
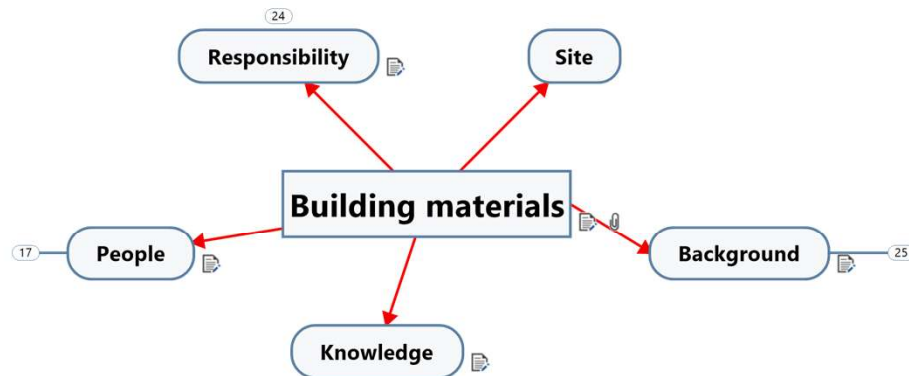
Status:

- 05/2021 – Implementation
- 07/2021 – Testphase
- 10/2021 – Launch

KNOWLEDGE MANAGEMENT IN THE BGE

– EXPLICIT KNOWLEDGE / DISTRIBUTION

- Who can I ask inside and outside the organisation?
 - Quick overview and orientation through interactive knowledge maps
 - New in the company or to the topic?



KNOWLEDGE MANAGEMENT IN THE BGE – CHALLENGES



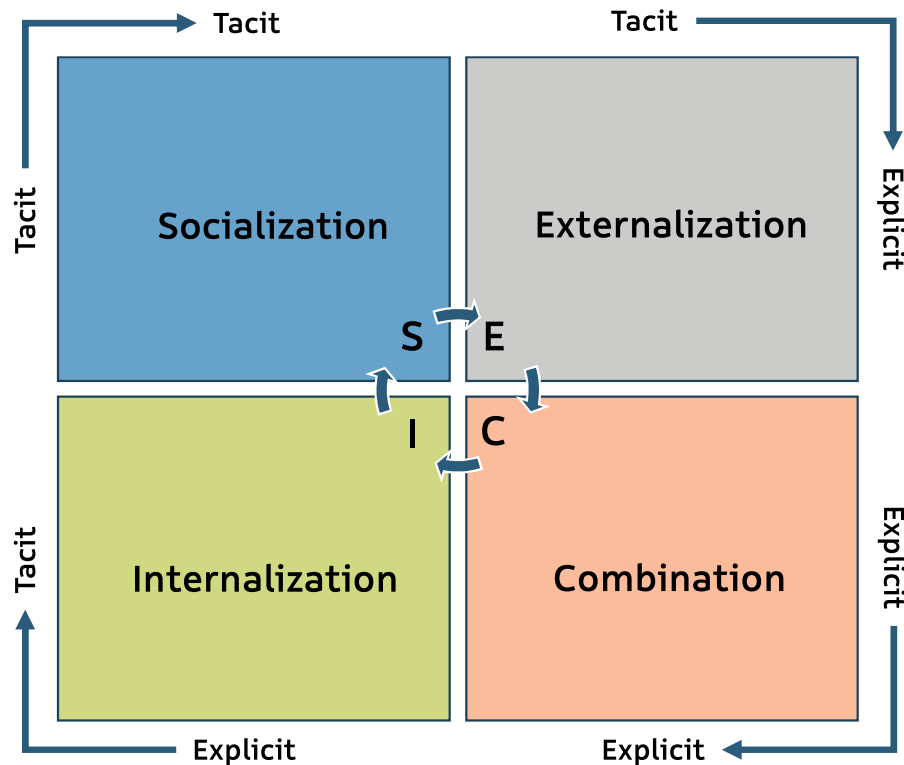
KNOWLEDGE MANAGEMENT IN THE BGE

– CAPTURE OF IMPLICIT AND TACIT KNOWLEDGE – HOW?

▪ Social knowledge conversion (Nonaka & Takeuchi)

- Sharing, capturing
- Observation, imitation, practice
- Apprenticeship, mentoring

- Receiving, application
- Learning-by-doing
- New individual knowledge



- Processing knowledge
- Articulating, sharing, publishing
- Crystallising, reflecting

- Organising, integrating, conversion
- Merging knowledge and information
- New form of knowledge

KNOWLEDGE MANAGEMENT IN THE BGE

– CHALLENGES AND SOLUTIONS



- „Hard to catch“/ special challenge
- Voluntariness – without compulsion / support through appreciative leadership culture mandatory
- Positive error culture („lessons learnt“), innovation and employee empowerment as a prerequisite for a living corporate culture



Interdisciplinary
research symposium
on the safety of nuclear
disposal practices



BUNDESGESELLSCHAFT
FÜR ENDLAGERUNG

A large-scale construction site for a nuclear waste repository. The image shows a deep, circular tunnel with a concrete lining. A red excavator is visible on the left, and a large concrete structure is in the foreground. The scene is dimly lit, with some work lights visible. The text "THANK YOU VERY MUCH FOR YOU ATTENTION" is overlaid in white capital letters across the center of the image.

THANK YOU VERY MUCH FOR YOU ATTENTION