



# Panel Discussion on Promotion of Knowledge Sharing

## Concept Note

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## JUNE 2023

## Introduction

Knowledge sharing is crucial in civil service training institutions (CSTIs) as it enables the sharing of course materials, resources, and expertise among faculty members. It promotes collaboration, avoids duplication of efforts, and ensures a consistent and high-quality learning experience for trainees. Additionally, it helps leverage collective knowledge and

experience to address diverse training needs effectively.

Collaboration is one of the key pillars of the framework<sup>1</sup>. This pillar aims to capture the extent to which CSTIs can collaborate and share knowledge resources among themselves as well as other institutes to ensure effective delivery of training.

## Overview of panel discussion

The panel discussion on 'Promotion of Knowledge Sharing' is a key session at the National Training Conclave. This document outlines the challenges and topics for discussion, aiming to shed light on the significance of collaboration amongst institutes in the context of civil service official trainings.

The panel discussion will serve as a platform to:

- Discuss the existing challenges in the CSTIs.

- Deliberate on the best possible interventions and key takeaways for each institute.

The knowledge outcomes of the panel will contribute to the ongoing efforts of the Capacity Building Commission towards enhancing the capacities of Training institutes. The participants of the panel include representative from CSTIs, Academia, Private institutes and Civil services.

## Challenges identified in Knowledge sharing for CSTIs

- **Siloed approach** of institutes operating independently with a primary focus on own programs and priorities
- **Lack of a knowledge sharing mechanism**
- **Absence of a standardized and holistic platform** for sharing knowledge and resources
- **Administrative complexity** in sharing knowledge and resources
- **Absence of faculty exchange programs**, infra sharing agreements, resource sharing mechanism, etc.
- Lack of guidelines and **know-how to develop knowledge sharing resources**
- **Limited opportunities for networking** and interaction due to lack of forums, conferences or events that bring institutions together

<sup>1</sup>NSCSTI. (2022, July). Approach Paper. Retrieved from NSCSTI: [https://www.nscsti.org/assets/pdf\\_doc/CBC\\_Approach%20Paper.pdf](https://www.nscsti.org/assets/pdf_doc/CBC_Approach%20Paper.pdf)

## Topics of discussion

**1. What are the different knowledge resources that institutes can share and how can institutes break siloed approach to collaborate with other training institutes to develop and share courses?**

- a. Identify common subject areas and develop courses of common interest
- b. Joint research targets and faculty sharing agreements
- c. Conduct and participate in networking events

**2. How can premier institutes like IIMs and IITs contribute and collaborate with civil service training institutions ?**

- a. Knowledge resources (courses, cases, faculty etc.) that can be shared by external institutes
- b. Training stints at external institutes for civil service officials

**3. Is there a need for a centralized knowledge repository for CSTIs? How can institutes utilize and contribute to this Knowledge Repository?**

- a. Need for a digital platform to facilitate collaboration
- b. Aspects of the Knowledge Repository –share/get access to course materials, case studies, faculty directory, etc.

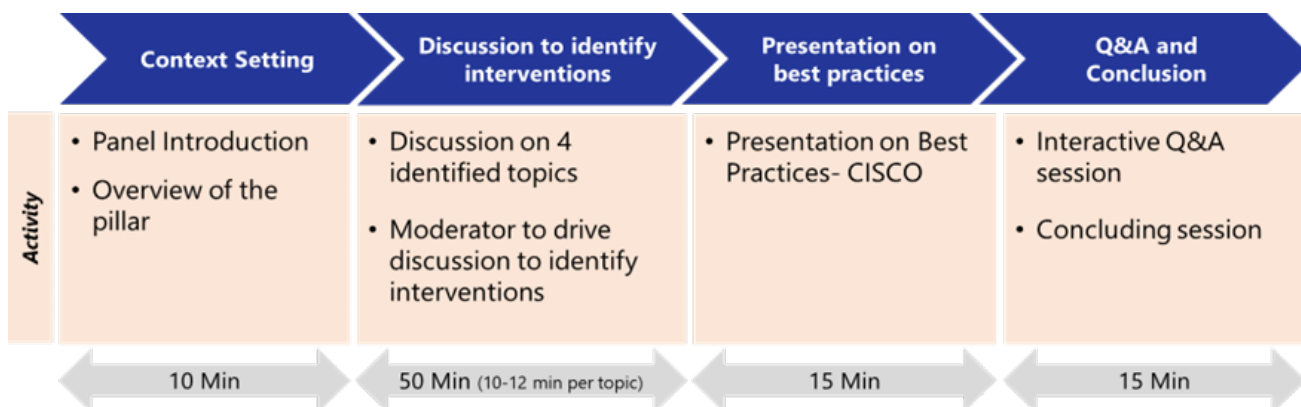
**4. How can institutes regarded as Centers of Excellence (CoE) be leveraged by other institutes and what knowledge sharing activities can be undertaken?**

- a. Avenues for sharing knowledge by CoEs with other CSTIs
- b. Development of more such CoEs for knowledge sharing

## Presentation on Best Practices:

Best practice presentation by **Ishvinder Singh, India Lead – Social Innovation Group, CISCO** on collaboration and knowledge sharing.

## Format and duration of panel discussion





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