Knowledge Management

The basis of the Vladimir Potanin Foundation's Knowledge Management system is formed upon the history of the Foundation, its own successful practices, and the experiences of supported projects. We define knowledge as information about successful models and the lessons that can be extracted from such models. This includes information about proven approaches and tools, potential risks and challenges, which help our partners, our grantees and us to work more effectively, avoiding repeated mistakes, saving time in seeking solutions, and, all in all, achieving new scales and more sustainable, long-term results.

We recognize the importance of preserving and systematizing knowledge about history and successful practices, as this ensures continuity and the identity of the Foundation. Knowledge forms the basis of our current activities and further development. However, the Knowledge Management system is not something static and established once and for all. We view it as a continuous process of collection, analysis, synthesis, archivation, and dissemination of knowledge in various forms.

In turn, knowledge management is a complex of processes that involves the creation or identification of knowledge, structuring it into a system, describing it in the form of cases or models applicable for implementation, adaptation, or replication, disseminating knowledge, using it in work, and updating (refreshing) it. All members of the Foundation team, our partners, experts, and grantees participate in knowledge management.

The system makes knowledge accessible to all interested organizations and professionals. Knowledge is simultaneously human-centered and institutionalized – its creators and carriers are people, and the people are those who process and provide this knowledge according to unified models, guided by shared principles.

Principles of the Vladimir Potanin Foundation's Knowledge Management:

- **Efficiency.** We aim to more effectively use successful established approaches and avoid repeating mistakes. We want to save time. To achieve this, we capture valuable knowledge for our work in a way that allows easy and quick access in the future.

- **Human-centric system.** Knowledge is captured in a format convenient for future use – in documents, cases, media products. However, the primary carriers of knowledge are not files but ourselves.

- **Knowledge Management is a collective work.** The entire Foundation team participates to some extent in creating, capturing, and disseminating knowledge. And everyone contributes to using it to enhance work efficiency.

- **Practice and experience.** Capturing knowledge without using it does not bring results. Before taking up a new task, we check if it has been addressed before. If yes, we leverage successful practices and experiences, while considering the new specifics.

- **Knowledge Management is a continuous process.** If we find a successful solution, we document it for ourselves and then share it with others. We seek balance between the level of detail in knowledge description, its applicability, and work speed. It is better to briefly capture information and then expand on it, rather than avoid documenting due to a lack of time for detailed description.

- **Digital solutions.** In organizing the system, we apply modern solutions, constantly enhancing the team's specialized competencies. Proficient use of information and communication technologies reduces the risks of information loss or distortion and helps to improve working with ideas and their implementation.