International Fund for Agricultural Development (IFAD) – KM Coordination Team

Full Name: KM Coordination Team

Organisation: International Fund for Agricultural Development (IFAD)

About: Team Members:

Helen Gillman – Senior KM Specialist & Team Leader, Strategy & Knowledge Department
Maria Elena Mangiafico – KM Specialist, Strategy & Knowledge Department
Ilaria Firmian – Regional Specialist, Programme Management Department
Juan Jose Leguia – Regional Specialist, Programme Management Department

During a period of significant organisational change – including restructuring, decentralisation and a new business model - the team developed a new KM Strategy to assist IFAD in delivering high quality results, and in building its visibility globally as a thought leader in sustainable rural development. It was an opportunity to embed KM and OL in the business model.

The team designed an extensive consultative process that comprised workshops, interviews and various analyses and reviews to build maximum buy-in by management and staff to the new strategy. They collaboratively developed a KM theory of change and a three-year action plan with staff. This has led to the establishment of a corporate KM team to oversee KM implementation and provide guidance and support at IFAD. As such, KM is better coordinated and connected across the organisation, and there is clear leadership. As well, knowledge retention is increasingly considered a part of the organisation’s talent management framework.

Their work is a timely, coherent and well thought out design for KM that connects it with the organisation at both strategic and practical levels. The clear strategic foundation, informed by an audit of existing knowledgeability status, will establish a good basis for IFAD’s KM and allow for ongoing adaptation through the monitoring process.

“The KM strategy came at a particularly critical time for IFAD since it was not only going through a series of reforms, but the reforms included a significant change in the Strategy and Knowledge Department, including the addition of two technical divisions. The KM strategy not only provided a direction for the organization on KM, but the process undertaken by the team helped to define the role of the reconstituted Strategy and Knowledge Department within IFAD” – Paul C. Winters, Associate Vice-President, Strategy and Knowledge Department, IFAD