



# St. Francis Institute of Management and Research

## Best Practices

### Academic Year 2017-18

#### 1. Outbound Training for students

The primary objective of the program was to give students a learning experience of various soft skills which will be useful in their corporate work life. Activities conducted were both outdoor and indoor. Feedback sessions and lessons learnt were discussed at length for each activity. Students were allowed to lead Teams. The Outbound training allowed students to bond together, communicate and work in teams as well as lead in activities that were based on the concept of learning with fun. The enthusiasm was markedly high and students felt the learning was immense.

#### 2. Implementation of Knowledge Management System

The strategy of differentiation is important and the differentiation is possible only through the effective use of knowledge. A need was identified that a proper Knowledge Management System would provide the Institute with a guiding path towards improving individual as well as organizational performance. It would also help the individual and organization in achieving their vision and formulating their growth strategies

##### Primary Objective

1. To implement KMS in the Institute.
2. To create awareness about KMS (Knowledge Management System) in the organization.
3. To monitor the output of KMS regularly.

##### Innovative usage of technology. (a unique mix of technologies or innovative methods)

SFIMAR has adopted a distinct mix of innovative methods and Technology to achieve the above-mentioned objectives.

Innovative Methods used for project Implementation are:

1. Research Oriented Approach. The SFIMAR KMS solution is based on the research conducted for 50 B schools across India.
2. Designing a KMS Framework using maturity model development approach
3. D-Space 6.1 An open-source Software
4. ERP
5. Tie up with an Online data repository like NAD etc.

### **Challenges addressed**

1. Unavailability of sufficient data/information
2. Insufficient access methods
3. Improper communication mode
4. Improper information capturing and storage mode
5. Insufficient resource for data sharing
6. No data integration as no common platform
7. Obsolete Data
8. Lack of proper training on data usage and sharing
9. Creating awareness about KMS for Top Management support
10. Acquire support from the academic and non-academic staff
11. Developing policies for incentives and rewards.