

Approach to Organizational Development

Success in interprofessional initiatives depends on the level of knowledge sharing in the agency. Factors that influence knowledge sharing include individual factors, such as trust, power and networking; organizational factors related to leadership and reward systems; and technological factors involving training and information technology (Gagne, 2009). Organizational development efforts for building a cohort of organizational champions should begin with developing behaviors for knowledge management. Cabrera and Cabrera (2005) proposed that staffing strategies aimed at person-environment suitability to ensure congruence to organizational goals will facilitate sharing. Therefore, if organizations select staff who share a knowledge sharing value, the organization will have staff who value it. Your approach to staff development should be a great opportunity to communicate and create norms about knowledge sharing behaviors. For more information, refer to [build knowledge](#), [capacity of dialogue](#), [team dynamics](#), and [collaboration](#).

