

The Success of Knowledge Sharing Culture: The Leadership Factor

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Abstract— Leadership is a key driver for effective knowledge management and the absence of adequate team leadership appears to may have resulted in the failure of many knowledge management initiatives. This study highlights the essential role of design team leader in fostering knowledge sharing culture. It suggests that team leaders fostering effective identity, communication, commitment, trust and rewards among co-design engineers can lead to higher level of knowledge sharing culture.

This research originally examines factors that enhance team leader knowledge sharing culture among design engineers. This paper will have significant value for design organizations trying to redesign teams to enhance knowledge sharing culture.