

ECKM 2020

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Mini Track on Loss of Knowledge: The Strategies of Learning?

Mini Track Chair: Dr. Regina Lenart-Gansiniec, Jagiellonian University, Krakow, Poland.



Loss of knowledge is a relatively new area of research. Despite growing interest in the topic, researchers in the field of unlearning and forgetting still identify a serious general lack of conceptual and empirical research. Research distinguishes between two kinds of knowledge loss in organizations. An organizational loss of knowledge can be defined as intentional or unintentional evaporation of knowledge that accumulates as a result of learning and individual and collective actions. Unlearning and forgetting as an umbrella term to explain

processes through which knowledge loss is achieved in organizations. Researchers tend to use organizational unlearning and forgetting interchangeably. Although unlearning can be a form of forgetting (and vice versa), differences occur when considering the intentionality of knowledge loss. Unlearning implies doing away with obsolete and stereotyped methods, processes, techniques and know-how and embracing the new. Forgetting implies involuntary knowledge loss. In order to understand the concept of unlearning, it is essential to first understand the concept of forgetting. We welcome conceptual and empirical studies that promote an understanding of organizational forgetting and/or unlearning from different perspectives.

Theoretical, as well as practical contributions, are invited to this mini track. Potential topics include, but are not limited to:

- Understanding unlearning and forgetting
- Levels of unlearning and forgetting
- Antecedents of unlearning and/or forgetting
- Positive consequences of unlearning and/or forgetting
- Negative consequences of unlearning and/or forgetting
- Scope of unlearning and/or forgetting
- Managing Knowledge Loss in Organizations
- Organizational unlearning and/or forgetting as strategy
- Organizational unlearning and/or forgetting as a critical means for organizational success
- Dependencies and connections among units: moderators or drivers of knowledge loss



Regina Lenart-Gansiniec is an Assistant Professor Jagiellonian University, Institute of Public Affairs, Faculty of Management and Social Communication (Krakow, Poland). Her research focuses crowdsourcing, open innovation, knowledge management, and organisational learning in public organisations. She is expert in open innovation, knowledge management, clusters and public management of the Ministry of Economic Development (Poland) and Ministry of Economy (Poland).

Currently she is also involved in a large research project on crowdsourcing in local governance.

Submission details

In the first instance a 300 word abstract is required, to be received by **12 February 2020**. Please read the guidelines at <http://www.academic-conferences.org/policies/abstract-guidelines-for-papers/>

Submissions must be made using the online submission form at

<https://www.academic-conferences.org/conferences/eckm/eckm-call-for-papers/eckm-submission-topics/>

If you have any questions about this track please email the mini track chair: regina.lenart-gansiniec@uj.edu.pl

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