Experience Capitalization

In an experience capitalization, key stakeholders transform individual and institutional experience and knowledge into capital that can be used in future.
Experience capitalization is future oriented and aims at a change in collective institutional practice. Its focus may be on strategic orientation, basic concepts, or operational activities.
Small experience capitalizations needs hours or days; more complex ones may last weeks or even months.
Experience capitalization is made up of learning processes that prepare change. Its **output** is lessons learnt, and good practices; its **outcome** is induced changes; a redesigned practice fulfils its **purpose**.

SDC – Knowledge Management Toolkit

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How to go about it?

There is no standard procedure for experience capitalization. Precise aims, clear questions and a deliberate openness to change are prerequisites for useful results that are easy to put into practice.

The usual phases in an experience capitalization are:

1. **Needs assessment:** Aims, benefits, readiness for change, etc.
2. **Planning:** Aims in detail, fields of observation, process, duration, roles, resources, instruments, etc.
3. **Implementation:** Stakeholders (ownership), process management, documents, synthesis, validation of outputs, etc.
4. **Practice change:** Decisions, planning and monitoring of the changed practice, impact analysis, etc.

More information: www.daretoshare.ch

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