

Aging 2018: International knowledge transfer between Canada and Israel validation of the EASI tool - Ariela Lowenstein - University of Haifa

Ariela Lowenstein

University of Haifa, Israel

Statement: Knowledge transfer is the main goal of NICE - National Initiative for Care of the Elderly in Canada. Although at first, it was a local initiative, it changed in 2007 when international members from nine countries were added to this network, including Israel. Knowledge Transfer aims to close gaps between evidence-based research and actual practice. NICE operates through a network of Theme Teams and "Elder Abuse" is one of them. The Elder Abuse team reviewed the evidenced-based literature to develop user-friendly tools for detection and prevention of elder abuse. A brief tool - the Elder Abuse Suspicion Index (EASI), developed in Canada, was one of the tools selected. This tool is for physicians' use to improve identification of elder abuse and neglect. As an international partner, my goal was to transfer this knowledge, validate and adapt the EASI tool for use in Israel by physicians, in hospitals and in community health clinics. **Method:** The process was divided into three phases: (a) Translating the tool from English to Hebrew and back translation, by two physicians (b) Activating two focus groups, one an interdisciplinary group in a large hospital; the second a group of physicians at a community health clinic in Northern Israel (c) Administering the tool to older patients. **Results:** Some difficulties were encountered related to cultural differences between Canada and Israel and differences in the two health systems; the physicians' reluctance to deal with elder abuse issues; disagreement about the definition of elder abuse. However, on the whole, it was adopted by them. **Conclusion:** The International knowledge transfer process is complicated but challenging. Cultural differences must be considered, as they might impact the process.

Introduction:

Knowledge transfer is one project this is of essential importance to the firm and, as such, has acquired a splendid deal of interest as a subject of inquiry. Although research has considered the consequences of asymmetries in the environments of the supply and recipient knowledge moving devices, which include both tradition and establishments, the language dimension has obtained much less attention. Communication, but, does crop up regularly as a key component of understanding switch. For instance, evaluation organizational systems that foster uni-directional versus bi-directional communicate in the creation and sharing of understanding. Although motivation to switch is essential, the connection between events and ensuing ease of conversation had an excellent stronger impact on information transfer. Similarly, locate that each inter- and intra-unit verbal exchange have a fine effect at the creation and diffusion of

innovation inside an MNE. Check a version of MNE knowledge flows based upon communication principle, searching at organizational and unit characteristics of sender, recipient, and transmission channel. Take as an intention the discount of verbal exchange fees as a method of improving switch. Finally, frequent verbal exchange is essential for a hit transfer of knowledge between headquarters and newly obtained overseas subsidiaries.

We view the principle contribution of this paper as theoretical, bringing ahead the concept of lexical relatedness as an opportunity to distance. Where distance focuses on the negative consequences of variations among societies, Lexical relatedness receives at one factor of commonality between societies, however in an extra nuanced way than an easy same-language/specific-language division. Beyond the idea, however, we do check our model with a survey of U.S.-based companies with worldwide operations, asking approximately information switch efforts from headquarters to manufacturing vegetation placed in international locations with a single dominant language. We find that lower lexical relatedness between the home and host languages in practice makes understanding switch extra effortful, however all of sudden results in more final comprehension of the know-how via the destination unit. We argue that after domestic and host units have drastically special languages, the gadgets expect information switch issues. These presumption trigger introduced attentiveness for false impression and may even activate preemptive action, ultimately assisting instead of hurting expertise understanding.

It is to this effort that we purpose to make contributions. In the following sections we can evaluate how data transfer between gadgets located in international locations whose dominant languages differ calls for operating in a lingua franca. We then recommend a variation of linguistic distance – lexical relatedness – and give an explanation for how the relatedness of any pair of languages ends in structural commonalities between them. We then argue that those commonalities will affect verbal exchange in a lingua franca and, ultimately, two of the expertise transfer outcomes: know-how knowledge and simplicity of understanding conversation.

Lack of structural linguistic aid overlap among lingua franca and the segment language may have an effect on the encoding and decoding of the message, resulting in differing presentations of the information being transferred from supply to recipient. Both the encoding and deciphering tactics are affected by the diploma of overlap of the lingua franca and

segment languages — i.e., the lexical relatedness. Greater overrun increases the probability of both supply and recipient having recourse to the equal sources, decreasing the probability of selecting an unexpected word or grammatical production in both the encoding or decoding process. This leads to higher expertise of the understanding being transferred.

Finally, lexical relatedness is likewise possibly to prove of ease in phrases of the convenience and support of communication. In explicating the function of mental safety on expertise sharing, talk to the need so that it will “speak without fear of humiliation

or uncertain reception”. We endorse that, just as self-belief in the one's very own understanding affects desire to share records, so too would possibly self-assurance in one's potential to articulate that expertise. In conditions where the language at the floor of the plant is considerably different from the lingua franca, personnel would possibly withhold remarks, questions, and facts out of worry of embarrassment, therefore rendering the switch of information extensively tougher.