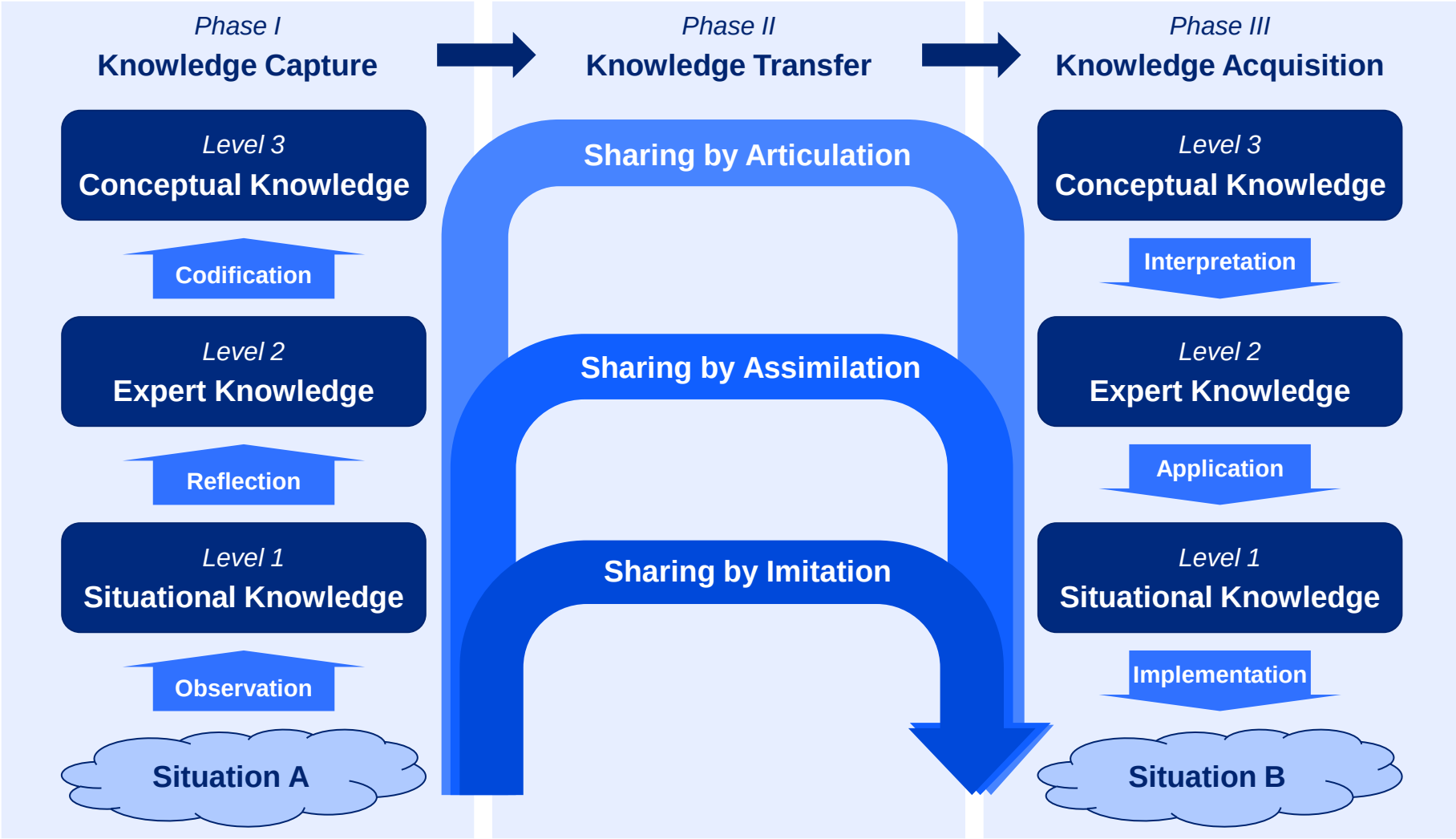
Phase I
Knowledge Capture
Phase II
Knowledge Transfer
Phase III
Knowledge Acquisition
Level 3
Conceptual Knowledge
Codification
Level 2
Expert Knowledge
Reflection
Level 1
Situational Knowledge
Observation
Situation A
Sharing by Articulation
Sharing by Assimilation
Sharing by Imitation
Level 3
Conceptual Knowledge
Interpretation
Level 2
Expert Knowledge
Application
Level 1
Situational Knowledge
Implementation
Situation B