YOUR CHALLENGE

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DISRUPTIONS CAUSED BY LACK OF KEY PERSONS, DEMOGRAPHIC IMPACT, REORGANIZATION

Today’s increasingly complex and fast changing work areas and organizations need to be able to identify and transfer knowledge from key persons in a structured and efficient way. This is an essential ability to survive and to be fit for future development. Knowledge transfers and boost quality of deliverables: Motivated employees who want to build a deeper understanding of a worksphere and experts who would like to pass on knowledge, without losing too much time for daily work. So, why doesn’t it work?

The responsibility to enable a successful onboarding within the Worksphere / daily work areas of key persons is mostly handed over to the already overloaded subject matter experts. SME’s rely on existing documents and presentations and tell the knowledge receivers the same story as every time when they are asked to handover their expertise. This is neither creating an efficient learning process nor is the content mapped to the receiver’s needs and priorities.

WE SUPPORT AND BOOST ONBOARDING OF YOUR KEY PERSONS

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OUR ENABLING CONSIST OF CONSULTING, COACHING; DIRECTLY AT THE WORKPLACE, WITHIN THE WORKSPHERE OF YOUR ORGANIZATION

We “shoulder” the methodological responsibility of your knowledge transfers and guarantee an efficiency increase and boost of onboarding for key persons in your organization. We enable the expert to fully concentrate on his experience and the content, not to invest time thinking about method or structure to transfer his experience. Our coaching guarantees an optimized and visualized transfer of complex workflows, personal network in context, working scenarios, stakeholder analysis, worst and / or best practices, even under difficult change conditions as reorganizations or leave of experts.

This means, that implicit, experience based knowledge can be made explicit in its context.
OUR METHODOLOGY – YOUR WAY TO SUCCESS
WORKSPHERE MAPbac: TRANSPARENCY IN WORK AREA AND A STEP BY STEP INCREASE OF COMPLEXITY ON TASK ASSIGNMENT

To enable an efficient and motivating onboarding of key persons directly at the workplace, different work products will be created: a customized knowledge map with visualization of the whole worksphere, relevant stakeholders, important processes, customers, deliverables, challenges, a derived heatmap, task assignment, .... Based on Worksphere Mapbac, enhancements and a prioritization of tasks will be defined on individual needs of the new key person(s).

The methodology Worksphere Mapbac is successfully used within more than 400 knowledge transfers for key persons. The elements of the modular framework are constantly enriched by new professional sectors.

OUR OFFER

**Knowledge Transfer Coaching / Moderation**
Shorten „time to market“ of key persons in your organization by an average of 20 – 30 %
-Platin: Onboarding of Senior Managers, Senior SMEs
-Gold: Efficient onboarding of complex work area SMEs, reorganization
-Silver: Knowledge transfer for experts

**Train the Trainer**
Empower your organization to independently perform knowledge transfers: Train your own trainers an licence the methodology for organization wide use.

WISSENTRANSFER GmbH
Benno Ackermann
Niederlenzer Kirchweg 3, 5600 Lenzburg
+41 79 463 61 97
benno.ackermann@wissentransfer.ch
http://www.knowledge-transfer.ch