



**ELIMINATE DISRUPTIONS CAUSED BY LACK OF KEY PERSONS (UNAVAILABILITY OF NEEDED MANAGERS OR SME)**

... build up new key staff internally; unveil and structure knowledge transfer potential of your existing key persons to boost and improve onboarding activities across your whole organization

**ANTICIPATE DEMOGRAPHIC IMPACT**

... build up next generation of key persons, structure and keep knowledge of leaving persons in your organization; reduce negative demographic impact to its minimum

**SHORTEN "TIME TO MARKET" OF KEY PERSONS IN COMPLEX WORK AREAS**

... improve and enhance existing onboarding activities with a structured knowledge transfer methodology

**OUTSOURCING**

... create transparency and enable setting of right priorities within a worksphere, plan and execute outsourcing strategies based on Worksphere Map<sup>bac</sup>

**YOUR CHALLENGE**

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

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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.

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**WE SUPPORT AND BOOST ONBOARDING OF YOUR KEY PERSONS OUR ENABLING CONSIST OF CONSULTING, COACHING; DIRECTLY AT THE WORKPLACE, WITHIN THE WORKSPHERE OF YOUR ORGANIZATION**

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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.

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## SBB

"... The first pilots for the induction of new key persons into the new function have accelerated onboarding massively due to the structured methodology. This showed up particularly evident when arriving at a large company and measured against the associated costs for the introduction into higher-level topics. While the line management declared the reduction of training time into the day to day business professional with 10-20 %, they attested to the general worksphere topics even a 50% gain ..."

## SWISS GLOBAL FINANCIAL INSTITUTION

"... The coached methodology for knowledge transfer was a great support: The transfer of knowledge was organized and guided from A to Z both in structure and carrying out. Additionally I was able to save about 50 hours I would have used for the incorporation of the new employees ... I would like to mention that my new employees were incorporated more rapidly with the structured knowledge transfer methodology, overall measured, there has been a 2-7 months gain for 'time to market' of these key persons, compared to the previously usual onboarding and training package ..."

## DSM NUTRITIONAL PRODUCTS

"... In our case of professional worksphere, there exists no offer of a comprehensive and efficient education. The success of the daily work is based on a huge experience... For our company it was essential, to successfully guarantee the complete fulfillment of this important role for safety reasons and for efficient operation of the chemical production tasks. In other words, ensuring a future stability, even in this change situation ..."

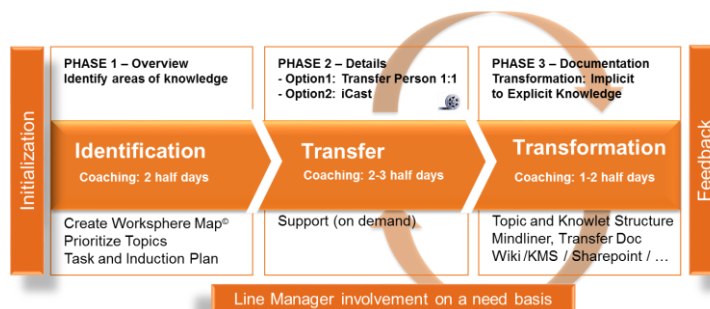
## NESTLÉ - NESTEC

"... One of our first areas to use the methodology was in region Asia, to enable the new head of a Research & Development Center. Compared to other onboarding processes, the moderated and coached approach to create a structured Worksphere Map showed huge advantages due to a complete, visualized overview on all relevant aspects of the work area (role specific, relation of stakeholders, experience based knowledge, personal network...) ."

## OUR METHODOLOGY – YOUR WAY TO SUCCESS

### WORKSPHERE MAP®: 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 Map<sup>®</sup>, enhancements and a prioritization of tasks will be defined on individual needs of the new key person(s).



The methodology Worksphere Map<sup>®</sup> is successfully used within more than 650 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 and license the methodology for organization wide use.

WISSENSTRANSFER GmbH

Benno Ackermann

Hans-Holbein-Gasse 3, 6004 Luzern

+41 79 463 61 97

[benno.ackermann@wissenstransfer.ch](mailto:benno.ackermann@wissenstransfer.ch)

<http://www.knowledge-transfer.ch>