



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

... improve and enhance existing onboarding activities with a structured knowledge transfer methodology, right in the context of complex work areas.

ENABLING YOUR ORGANIZATION

Train the Trainer - We build up and certify your internal knowledge transfer coaches. Gain organizational competency, realize cost avoidance and mitigate internal risks.

DSM, HEAD INNOVATION

"In our increasingly complex and fast changing world, it is essential for our company to be able to transfer knowledge in a systematic and efficient way, as baseline for sustainable innovation. WorkspHERE Map® and the underlying structured knowledge transfer was used very successfully to identify, structure and handover experience based knowledge of key persons to their successors or deputies. I recommend the coached methodology to enable a structured approach, that helps teams to have a smooth transition in change, while continuing to deliver excellent services to our internal and external customers."



AGILE, LEARNING ORGANIZATION

DEVELOP AND EFFICIENTLY BENEFIT FROM THE POTENTIAL OF YOUR ORGANIZATION

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. A structured approach helps your organization to realize a smooth transition while continuing to deliver the same high-quality services to your customers.

CONCEPTS THAT WORK FOR YOUR VISION AND THE DAILY BUSINESS

IMPLEMENT ELEMENTS OF AN AGILE, LEARNING ORGANIZATION IN STRATEGY AND DAILY WORK

We support you on one hand to successfully define and implement most valuable elements of the learning organization in your strategy and on the other hand by implementing and realizing benefit directly in your organization's complex daily work areas. Our core competence is to guide you and bring in our substantial expertise, based on a huge number of implementations in different global and regional organizations, such as Credit Suisse AG, SBB, DSM, BAKOM, BAG, BERNMOBIL, Roche, UBS, ...

Together with our customers, we develop and implement a fine grasp to separate and realize the feasible, most beneficial and efficient methods within your organizational context.

SKILLSMANAGEMENT

TRANSPARENT EXPERT-SKILLS TO FIND THE RIGHT PERSONS AND SPEED UP DEVELOPMENT

Skillsmanagement enables your organization to link needed skills and experts in projects. Find the right person at your fingertip. You will need much less time to build up an interdisciplinary team and foster product innovation. Profit from a direct access to the fitting skills.

Leverage the existing competency within customer requests of information or clarification: the right knowledge at the right place.

Profit from AS-IS vs. TO-BE skills visualizations for effective individual and organizational development.

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 ..."

CREDIT SUISSE AG

"... 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 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...) .."

AWARENESS TRAINING, PRESENTATION, WORKSHOP

KNOWLEDGE MANAGEMENT AS A STRATEGIC TOPIC

Managers need to adapt to new requirements of agile organizations: They have to improve their mindset and leadership skills towards networks and employee centric leadership models. They will amend or in some areas even replace strongly hierarchical forms of organizations. Transparency, enabling an efficient development of employees and creating a motivational, organizational framework are key for successful, agile cooperation. Your benefits: successful risk mitigation, seamless succession, on time and on budget projects and implementations, valuable, interdisciplinary innovation. Keep the distance towards your followers in the market.

INHOUSE COACHING – MAKE THINGS HAPPEN

STRUCTURED KNOWLEDGE TRANSFERS FOR KEY PERSONS (EXPERTS, MANAGERS, ...)

Every time a key person leaves, your organization loses relevant, experience based knowledge. This could be due to retirement, longer absences, termination or change: key person gone – experience based knowledge gone. We enable your organization to build up an efficient succession, right in the context of daily work. Our preferred methodology Worksphere Map® is both straight forward and cost reducing. We shorten time to market by 30% and speed up tangible results.

ENABLING YOUR ORGANIZATION

TRAIN THE TRAINER – BUILD UP INTERNAL KNOWLEDGE TRANSFER COACHES

We build up and certify your internal knowledge transfer coaches. Gain organizational competency to successfully coach and implement the methodology Worksphere Map® in your business areas. Realize cost avoidance and mitigate internal risks.

Our experience is based on more than 650 successfully coached knowledge transfers in different sectors of economy and administration.

GUIDANCE, SUPPORT AND BOOSTERS FOR IMPLEMENTATION

WE OFFER TEMPLATES, TOOLS AND OTHER IMPLEMENTATION SUPPORT

As your trusted and competent partner, we will support and enable your organization if you have individual challenges, need for more agile or knowledge management methods, techniques, processes, tool-support.

WISSENSTRANSFER GmbH

Benno Ackermann

Hans-Holbein-Gasse 3, 6004 Luzern

+41 79 463 61 97

benno.ackermann@wissenstransfer.ch

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