Lost Knowledge

CONFRONTING THE THREAT OF AN AGING WORKFORCE

DAVID W. DELONG

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Lost Knowledge Confronting The Threat Of An Aging Workforce:

  Lost Knowledge David W. DeLong,2004-09-09 Executives today recognize that their firms face a wave of retirements over the next decade as the baby boomers hit retirement age At the other end of the talent pipeline the younger workforce is developing a different set of values and expectations which creates new recruiting and employee retention issues The evolution from an older traditional highly experienced workforce to a younger more mobile employee base poses significant challenges particularly when considered in the context of the long term orientation towards downsizing and cost cutting This is a solution oriented book to address one of the most pressing management problems of the coming years How do organizations transfer the critical expertise and experience of their employees before that knowledge walks out the door It begins by outlining the broad issues and providing tools for developing a knowledge retention strategy and function It then goes on to outline best practices for retaining knowledge including knowledge transfer practices using technology to enable knowledge retention retaining older workers and retirees and outsourcing lost capabilities   Lost Knowledge David W. De Long,2004 Addressing one of the most vital management problems of the coming years this book asks how organisations can transfer the stores of knowledge experience from older workers to the next generation As the workforce ages so this dilemma is becoming more acute   *Lost Knowledge* David W. DeLong,2007   *Aging workforce : what does it mean for businesses and the economy? : hearing ,   The Aging Workforce* United States. Congress. Senate. Special Committee on Aging,2007

  Managing the Aging Workforce Marius Leibold,Sven C. Voelpel,2007-06-27 Managing the Aging Workforce is one of the crucial topics for many of the world s enterprises The increasing average age of populations does not only affect social systems countries and communities but also has a strong impact on the work of businesses and companies The decline in demographic fitness will not only hit countries like the U S the Western European countries or Japan but also the upcoming societies in China or in the Eastern European countries In many of these countries during three or four decades the average age will grow from about 40 years now to about 50 years Where experts are needed this may result in an increase of the workforce s age of between 5 and 10 years in only one decade For companies thus a number of challenges arise that have to be overcome fast and continuously The main topics in this field will be new strategies in leadership new concepts in health management new ways in knowledge management and learning as well as new models how to drive ideas for diversity and innovation On the one hand enterprises therefore will have to invest in their aging employees for supporting their talents helping them to learn and keeping them in the company On the other they will have to increase productivity keep on searching for new products and integrate experts from abroad This has to be combined with new ways of strategies and HR management This book presents an analysis of the present and upcoming situation and an introduction into the strategic concepts enterprises will need to survive in aging societies   *Information Diffusion Management and Knowledge Sharing: Breakthroughs in Research and Practice* Management Association, Information Resources,2019-10-11 Within the past 10

years tremendous innovations have been brought forth in information diffusion and management Such technologies as social media have transformed the way that information is disseminated and used making it critical to understand its distribution through these mediums With the consistent creation and wide availability of information it has become imperative to remain updated on the latest trends and applications in this field Information Diffusion Management and Knowledge Sharing Breakthroughs in Research and Practice examines the trends models challenges issues and strategies of information diffusion and management from a global context Highlighting a range of topics such as influence maximization information spread control and social influence this publication is an ideal reference source for managers librarians information systems specialists professionals researchers and administrators seeking current research on the theories and applications of global information management **Strategies for Attracting, Maintaining, and Balancing a Mature Workforce** Hughes, Claretha,2019-12-27 There is no end in sight as the Fourth Industrial Revolution becomes more prevalent across the world Artificial intelligence AI is making it imperative that machines and technology be integrated within the workplace As the workforce ages there has to be a way to acquire the tacit and explicit knowledge of these workers The fields of human resource development and workforce development must lead in efforts to train and develop these workers for continuous technological change Strategies for Attracting Maintaining and Balancing a Mature Workforce is an essential reference source that examines efforts for engaging retaining and utilizing an aging workforce in a workplace that is increasingly becoming more technology centered and provides reskilling and upskilling strategies to address the skills gaps The title compiles vital human resource and workforce development strategies that assist these professionals with helping all employees at all levels within the workforce attain work keep their jobs and grow in their development to assist others Featuring research on topics such as organizational culture career learning and agile workforce this book is ideally designed for managers executives recruiters hiring professionals managing directors human resources professionals business researchers industry professionals academicians and students **Invaluable Knowledge** William J. Rothwell,2011 As organizations face a loss of people due to retirement resignation or disability leaders are paying more attention to their talent management strategies from grooming internal successors to aggressively recruiting from their competitors The need is most acute in technical and other knowledge areas where the loss of a particular skill set demands an equally focused response Invaluable Knowledge clarifies the unique and urgent issues of attracting developing retaining and transferring the knowledge of IT professionals engineers accountants analysts and other specialists The book s structure follows a typical talent cycle from identifying recruitment challenges to hiring and training top talent to building career development initiatives and finally to laying the groundwork for the next generation Invaluable Knowledge makes an indisputable case for the importance of this specific facet of talent management and offers practical examples repeatableprocesses and a multitude of specific tips to help any organization s talent strategists create seamless transitions and maintain critical knowledge

functions indefinitely   **Knowledge Governance And Learning For Organizational Creativity And Transformation** Patricia De Sa Freire,Suliman Hawamdeh,Gertrudes Aparecida Dandolini,2021-08-24 Today Learning Organizations are shaped by collective knowledge and the existence of teams and groups of people that are continuously developing their capacity and ability to create results Knowledge based organizations understand the importance of continually learning at all levels and facilitate learning for their members through empowering people encouraging collaboration and promoting open dialogue Organizational management issues have become strategic and fundamental in the collection and sharing of data and information and are recognized as challenging to both public and private organizations around the world This has created the need to knowledge governance mechanisms to support Knowledge Management practices in organizations For this governance the mechanisms and procedures that encompass Knowledge Management advancing beyond the traditional Corporate Governance CorpGov model have been consolidated into a new governance model described as Knowledge Governance KGov Such model considers the processes of the knowledge related to the use creation retention integration and sharing In order to implement governance it is essential to develop competencies and establish corporate policies and structures focusing on respect for common interests and collective goals In this context mechanisms must be created for the creation sharing storage and transfer of knowledge making changes happen in synergy and adding value to the organization as a whole The book covers the newly emerging area of knowledge governance and Learning Organizations and expands our understanding of Learning Organizations and their ability to acquire create and share knowledge while continually examining organizational behavioral issues affecting their productivity   **Handbook of Human Resource Management in Government** Stephen E. Condrey,2010-08-02 HANDBOOK OF HUMAN RESOURCE MANAGEMENT IN GOVERNMENT THIRD EDITION The practice of public human resource management has evolved significantly in recent years due to increased outsourcing privatization and the diminution of public employee rights This thoroughly revised and updated edition of the classic reference Handbook of Human Resource Management in Government offers authoritative state of the art information for public administrators and human resource professionals The third edition features contributions from noted experts in the field including Donald E Klingner Mary E Guy Jonathan P West Jeffrey L Brudney Montgomery Van Wart J J Steven Ott Norma M Riccucci and many more Praise for the Handbook of Human Resource Management in Government This third edition of the Handbook of Human Resource Management in Government is an essential resource for scholars practitioners and general readers in need of concise summaries of up to date cutting edge public personnel administration research No other handbook on the market more concisely more comprehensively more clearly synthesizes this vast rapidly changing field that remains so vital to effective government performance RICHARD STILLMAN editor in chief Public Administration Review The Handbook of Human Resource Management in Government comprehensively and seamlessly blends theory and practice The result is a clear road map that can finally make HR a key player in helping the government

meet the unprecedented challenges facing our nation our states and our communities BOB LAVIGNA vice president Research Partnership for Public Service Washington DC With each successive edition Condrey s Handbook of Human Resource Management in Government becomes a more essential tool for graduate students who wish to improve their understanding of this field Condrey s own expertise has enabled him to take contributions from leading experts in the field and shape them into a reader that is comprehensive engaging and authoritative DONALD E KLINGNER University of Colorado Distinguished Professor School of Public Affairs University of Colorado at Colorado Springs former president American Society for Public Administration and fellow National Academy of Public Administration *Knowledge Management in the Public Sector* David E McNabb,2015-01-28 This comprehensive text introduces public management students and government and nonprofit administrators to the principles and practices of Knowledge Management The first book to focus exclusively on knowledge management techniques in government agencies it covers such important concepts as collecting categorizing processing distributing and archiving critical organization data and information and then converting and disseminating these resources to all who need to share in the organizational knowledge Written in an easy to read non technical style the book includes a thorough review of the current literature in the field as well as a comprehensive presentation of Knowledge Management techniques Extensive illustrations models checklists and instructions lead readers through the steps involved in instituting KM programs in government and non profit agencies **Knowledge Management in Theory and Practice, second edition** Kimiz Dalkir,2011-03-04 A comprehensive text and reference provides both substantive theoretical grounding and pragmatic advice on applying key concepts The ability to manage knowledge has become increasingly important in today s knowledge economy Knowledge is considered a valuable commodity embedded in products and in the tacit knowledge of highly mobile individual employees Knowledge management KM represents a deliberate and systematic approach to cultivating and sharing an organization s knowledge base It is a highly multidisciplinary field that encompasses both information technology and intellectual capital This textbook and professional reference offers a comprehensive overview of the field of KM providing both a substantive theoretical grounding and a pragmatic approach to applying key concepts Drawing on ideas tools and techniques from such disciplines as sociology cognitive science organizational behavior and information science the text describes KM theory and practice at the individual community and organizational levels It offers illuminating case studies and vignettes from companies including IBM Xerox British Telecommunications JP Morgan Chase and Nokia This second edition has been updated and revised throughout New material has been added on the information and library science perspectives taxonomies and knowledge classification the media richness of the knowledge sharing channel e learning social networking in KM contexts strategy tools results based outcome assessments knowledge continuity and organizational learning models KM job descriptions copyleft and Creative Commons and other topics New case studies and vignettes have been added and the references and glossary have been updated and expanded Knowledge

<u>Management in Theory and Practice, third edition</u> Kimiz Dalkir,2017-12-22 A new thoroughly updated edition of a comprehensive overview of knowledge management KM covering theoretical foundations the KM process tools and professions The ability to manage knowledge has become increasingly important in today s knowledge economy Knowledge is considered a valuable commodity embedded in products and in the tacit knowledge of highly mobile individual employees Knowledge management KM represents a deliberate and systematic approach to cultivating and sharing an organization s knowledge base This textbook and professional reference offers a comprehensive overview of the field Drawing on ideas tools and techniques from such disciplines as sociology cognitive science organizational behavior and information science it describes KM theory and practice at the individual community and organizational levels Chapters cover such topics as tacit and explicit knowledge theoretical modeling of KM the KM cycle from knowledge capture to knowledge use KM tools KM assessment and KM professionals This third edition has been completely revised and updated to reflect advances in the dynamic and emerging field of KM The specific changes include extended treatment of tacit knowledge integration of such newer technologies as social media visualization mobile technologies and crowdsourcing a new chapter on knowledge continuity with key criteria for identifying knowledge at risk material on how to identify document validate share and implement lessons learned and best practices the addition of new categories of KM jobs and a new emphasis on the role of KM in innovation Supplementary materials for instructors are available online **Training Older Workers and Learners** James L. Moseley,Joan C. Dessinger,2007-03-22 Training Older Workers and Learners is a groundbreaking resource that focuses exclusively on age 40 plus workers This much needed resource offers trainers expert guidance and practical tools designed to deliver effective training and re training to older worker learners OWLS Based on sound theory and best practices the book shows how to maximize the workplace learning and performance potential of late life learners

Knowledge Translation Constantin Bratianu,Alexeis Garcia-Perez,Francesca Dal Mas,Denise Bedford,2024-03-14 Knowledge translation is a relatively new research topic originating in fields of health sciences and economic development It is of great interest to knowledge management researchers and practitioners **Emergent Knowledge Strategies** Ettore Bolisani,Constantin Bratianu,2017-07-06 This book is intended to spark a discourse on and contribute to finding a clear consensus in the debate between conceptualizing a knowledge strategy and planning a knowledge strategy It explores the complex relationship between the notions of knowledge and strategy in the business context one that is of practical importance to companies After reviewing the extant literature the book shows how the concept of knowledge strategies can be seen as a new perspective for exploring business strategies It proposes a new approach that clarifies how planned and emergent knowledge strategies allow companies to make projections into the uncertain and unpredictable future that dominates today s economy **Optimizing Talent in the Federal Workforce** William J. Rothwell PhD, SPHR,2014-07 Taxpayers deserve the very best from public services and first rate public services can only be provided by outstanding

government workers Federal human resource managers face the challenge of attracting and retaining high caliber individuals within the constraints of ever tightening budgets and often conflicting political directives From a talent management perspective Optimizing Talent in the Federal Workforce explores Best practices for recruiting and selecting employees Proven methods for developing and training employees Optimal deployment and placement processes This text is a must read for anyone in or working toward a government management position *ASTD Handbook for Workplace Learning Professionals* Elaine Biech,2008-05-01 Here s the must have reference book for anyone involved in training human resources development and workplace learning Published by the most trusted name in the industry The ASTD Handbook for Workplace Learning Professionals is a required tool for all learning professionals This practical go to resource is a new contribution to the field comprising 50 chapters each authored by renowned industry practitioners The handbook offers the most up to date methodologies and practices covering the entire range of the training and development profession and also includes valuable worksheets and tools on a companion CD ROM **CIO** ,2006-01-15

Lost Knowledge Confronting The Threat Of An Aging Workforce Book Review: Unveiling the Magic of Language

In an electronic era where connections and knowledge reign supreme, the enchanting power of language has be much more apparent than ever. Its capability to stir emotions, provoke thought, and instigate transformation is actually remarkable. This extraordinary book, aptly titled "**Lost Knowledge Confronting The Threat Of An Aging Workforce**," written by a very acclaimed author, immerses readers in a captivating exploration of the significance of language and its profound effect on our existence. Throughout this critique, we shall delve to the book is central themes, evaluate its unique writing style, and assess its overall influence on its readership.

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