

Title of assignment for mentoring	How to identify the "knowledge of the company"?
Development Area	Important development areas are innovativeness, openness to change and a willingness to shape the future. With the termination of employment - whether fluctuation or retirement - the company loses more than just a worker. Every employee has generated knowledge in the course of their work in the company, which can be lost for the company when they leave. The knowledge of older employees is especially valuable and its transfer to younger employees is a benefit for the company.
The Practical Assignment brief:	Development of a concept for knowledge management with special consideration of the mixed-age workforce
The Practical Assignment should allow to develop and apply skills in:	Innovativeness, openness to change, creative drive and result-oriented action.
The Practical Assignment should allow to further develop and apply knowledge of:	Conceptual strength, Organisational skills and Analytical skills
Task description:	<p>Mentor and mentee analyse different scientific concepts on knowledge management (e.g. SECI model) and consider - depending on the industry, type of company and size - in which form the "knowledge of the company" can be determined. It is particularly important to consider what knowledge is lost when employees leave the company. What kind of knowledge of the employees who retire is important for the company and the other colleagues?</p> <p>The task could be expanded in further steps to include the following questions:</p> <ul style="list-style-type: none"> - How can this knowledge be documented? - How is it made available to others? - How does the transfer of knowledge take place?
Materials to be used:	Analysis tools
Recommended timeline:	Several meetings are required for a first concept. The result, in turn, can be a first step towards a permanent activity of the company for the medium to long term.
Keywords:	Knowledge of the company, value

