

Lost Knowledge

**CONFRONTING THE THREAT
OF AN AGING WORKFORCE**



DAVID W. DELONG

Lost Knowledge Confronting The Threat Of An Aging Workforce

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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

Managing the New Workforce Eddy Ng, Sean T. Lyons, Linda Schweitzer, 2012-01-01 Millennials the latest generation to enter the global workforce are changing the face of

employment This volume represents the most up to date research on the changes and issues from an international cast of generational researchers Shifting demographics around the world have created a unique historical phenomenon in which a large cohort of employees i e post war Baby Boomers are nearing retirement and a new cadre of younger workers are being recruited to replace them These twenty something year olds often referred to as Gen Y or Millennials represent the workforce of the future and come with their own set of expectations demands and work habits The contributors to this volume drawn from countries around the world document the cultural historical and social context surrounding this phenomenon The international perspective makes it possible to examine cross cultural similarities and differences in HRM practices This timely book provides an understanding of the new workforce in multiple countries and settings and a valuable reference as scholars and employers seek to understand the values beliefs and expectations of the next generation of workers While scholars and instructors will find this book indispensable the book will also have implications for domestic and multinational employers managers HR practitioners and career counselors **Thinking for a Living** Thomas H.

Davenport,2005-09-13 Knowledge workers create the innovations and strategies that keep their firms competitive and the economy healthy Yet companies continue to manage this new breed of employee with techniques designed for the Industrial Age As this critical sector of the workforce continues to increase in size and importance that s a mistake that could cost companies their future Thomas Davenport argues that knowledge workers are vastly different from other types of workers in their motivations attitudes and need for autonomy and so they require different management techniques to improve their performance and productivity Based on extensive research involving over 100 companies and more than 600 knowledge workers **Thinking for a Living** provides rich insights into how knowledge workers think how they accomplish tasks and what motivates them to excel Davenport identifies four major categories of knowledge workers and presents a unique framework for matching specific types of workers with the management strategies that yield the greatest performance Written by the field s premier thought leader **Thinking for a Living** reveals how to maximize the brain power that fuels organizational success Thomas Davenport holds the President s Chair in Information Technology and Management at Babson College He is director of research for Babson Executive Education an Accenture Fellow and author co author or editor of nine books including **Working Knowledge** How Organizations Manage What They Know HBS Press 1997 **A History of Displaced**

Knowledge: Austrian Refugees from National Socialism in Australia Philipp Strobl,2025-04-07 This book follows ideas and knowledge that migrated in the cultural baggage of Austrian refugees who fled to Australia in 1938 and 1939 because of National Socialism By telling and comparing the stories of twenty six different lives it highlights the processes of acquisition transportation translation and adaption of ideas knowledge and cultural capital This provides a unique and colourful insight into the impact of a group of refugees on their host society over several decades As the book shows there were many different ways in which displaced people relied upon their social and cultural capital to first escape their oppressive

homeland and then build new lives Once they had arrived in Australia they used very different approaches to negotiate and promote their knowledge and to exercise agency

Borderless Business Clarence J. Mann, Klaus Götz, 2006-06-30 From extending successful brands into exotic new markets to tapping talent in virtual teams to building ultra complex supplier and distributor networks today's executives and managers must consider the international implications of every decision they make Certainly globalization has its detractors but for business leaders the issue is not to debate the merits of globalization but to learn how to thrive in the global marketplace In *Borderless Business* the authors tackle every major dimension of business from marketing to human resource management to supply chains to accounting and finance and demonstrate how they play out in a global context Each chapter describes the new skills and competencies that managers must master in order to lead their companies in this environment Featuring current data and dozens of case examples and applications from around the world *Borderless Business* will serve as a practical handbook for executives and managers and an indispensable text for students of international business From extending successful brands into exotic new markets to tapping talent in virtual teams to building ultra complex supplier and distributor networks today's executives and managers must consider the international implications of every decision they make To put the magnitude of global business in context consider that between 1820 and 1992 world population increased 5 fold world income 40 fold and world trade 540 fold And in the past decade the pace of change has only accelerated with the Internet for example making connections instantaneous and ubiquitous and global aspirations attainable for even the smallest of enterprises Certainly globalization has its detractors but for today's business leaders the issue is not to debate the merits of globalization but to learn how to thrive in the global marketplace In *Borderless Business* the authors tackle every major dimension of globalization from marketing to human resource management to supply chains to accounting and finance and demonstrate how these issues play out in a global context Each chapter describes the new skills and competencies that managers must master in order to lead their companies in this environment where every management challenge is amplified Featuring current data and dozens of case examples and applications from around the world *Borderless Business* will serve as a practical handbook for executives and managers and as an indispensable text for students of international business

CIO ,2006-01-15 **California Management Review** ,2006 Academy of Management Annual Meeting Academy of Management,2005 **BizVoice** ,2005 Management Science ,2005 Issues for Feb 1965 Aug 1967 include *Bulletin of the Institute of Management Sciences* **The Academy of Management Perspectives** ,2006 *Journal of Petroleum Technology* ,2006 Aging and Work Sara J. Czaja, Joseph Sharit,2009-10 This multidisciplinary comprehensive assessment of the state of aging and work addresses a wide range of topics relevant to academic researchers and practitioners government and industry leaders and workers and managers in the public and private sectors

Performance Improvement Quarterly ,2008 **Public Performance & Management Review** ,2005

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