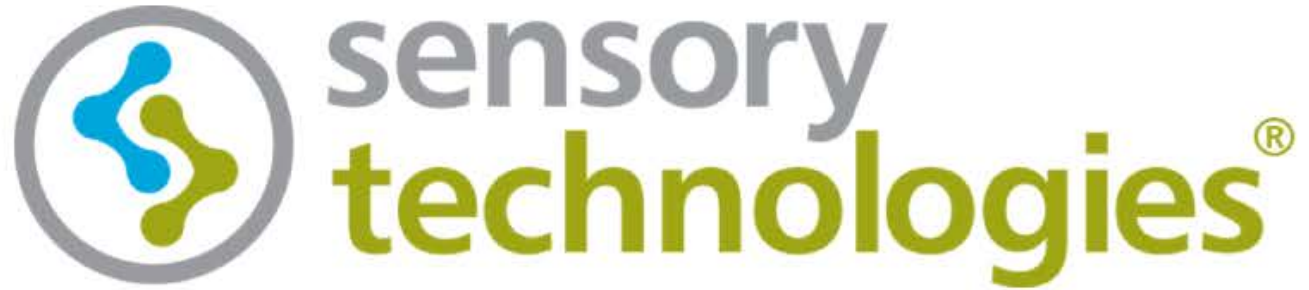


Knowledge Transfer Techniques & Technologies in the multi-generational workplace

John Brisk, Sensory Technologies

Stephanie Stilson, Sensory Technologies



Creative Solutions

Awesome Support

Real Engagement

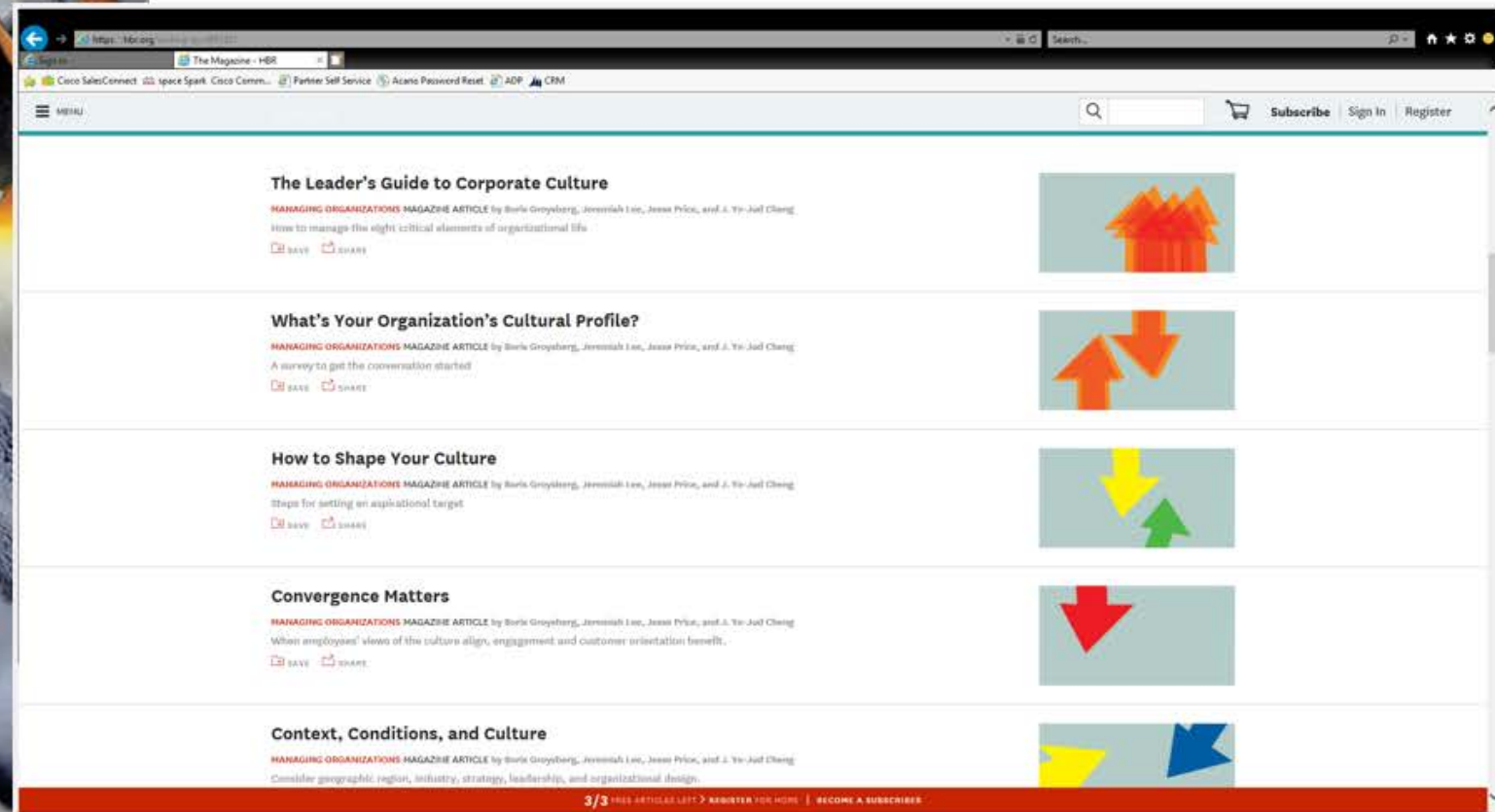
#1: Articulate what knowledge transfer is and explain why it is a concern for organizational leadership.

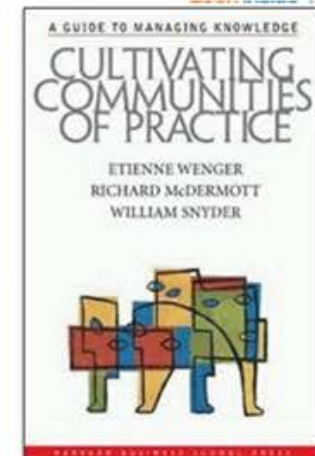
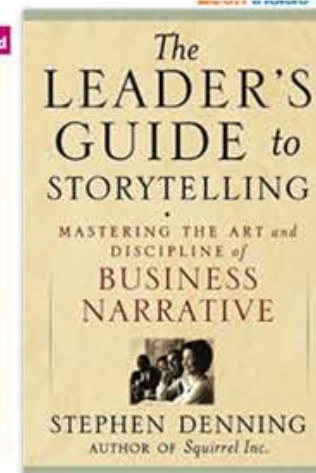
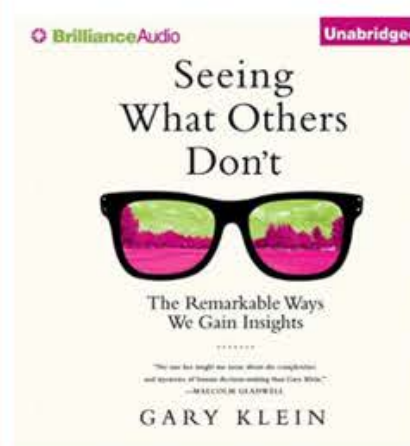
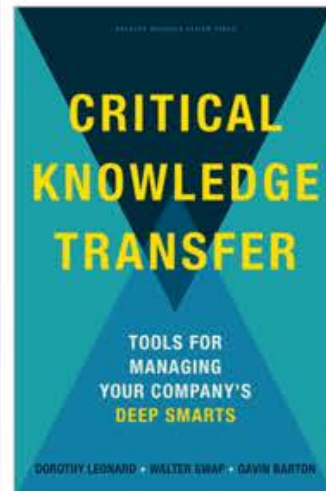
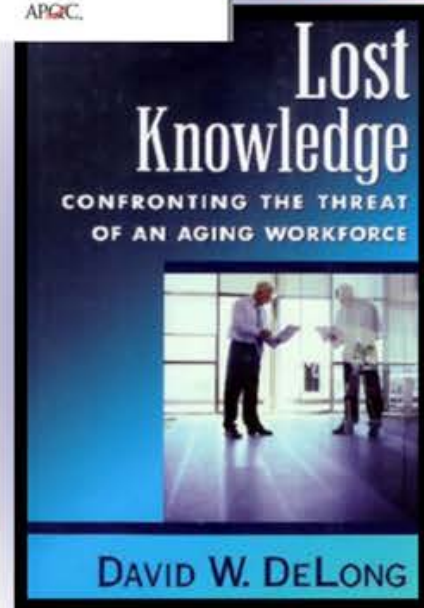
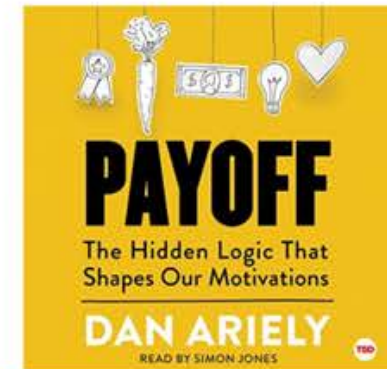
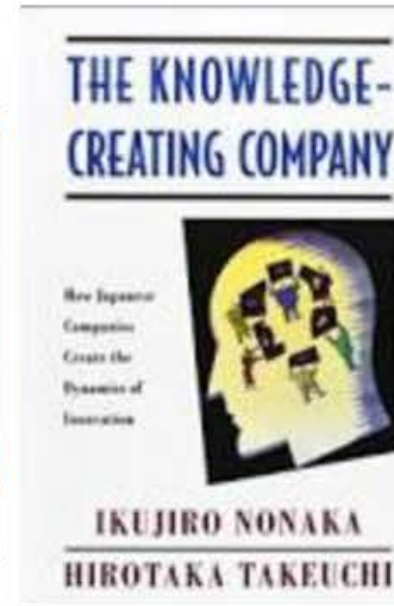
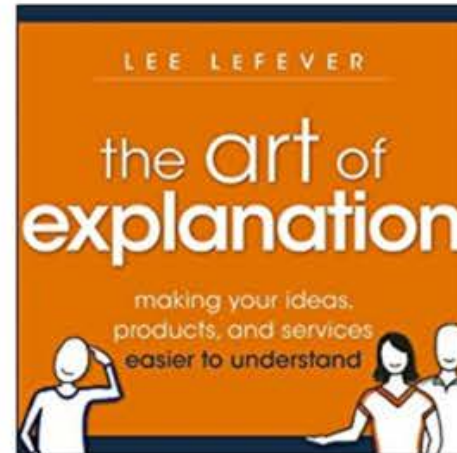
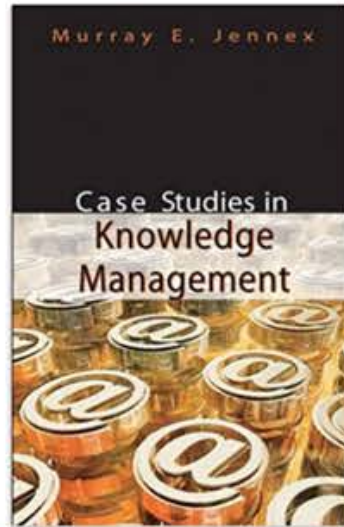
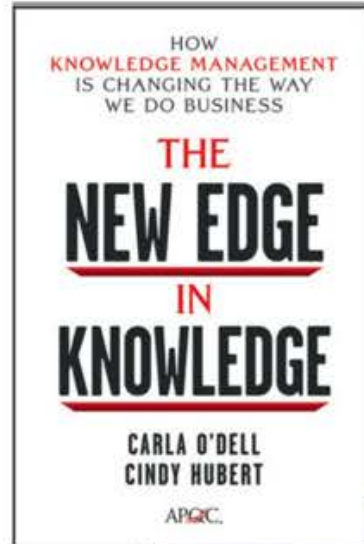
#2: Describe why and how FMs should be prepared to engage in these types of conversations.

#3: Explore field-tested examples and an actionable plan for generational knowledge transfer.

ALL OF US COMPETE ON WHAT WE KNOW

CORRELATED WITH ORGANIZATIONAL PROSPERITY





embrace

discovery



**CURRENT
STATE**



**FUTURE
STATE**



sensorytechnologies®

embrace

discovery



**CURRENT
STATE**



**BARRIERS TO SUCCESS
TECHNOLOGY & PEOPLE**



**FUTURE
STATE**



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IFMA FACILITY FUSION

2018

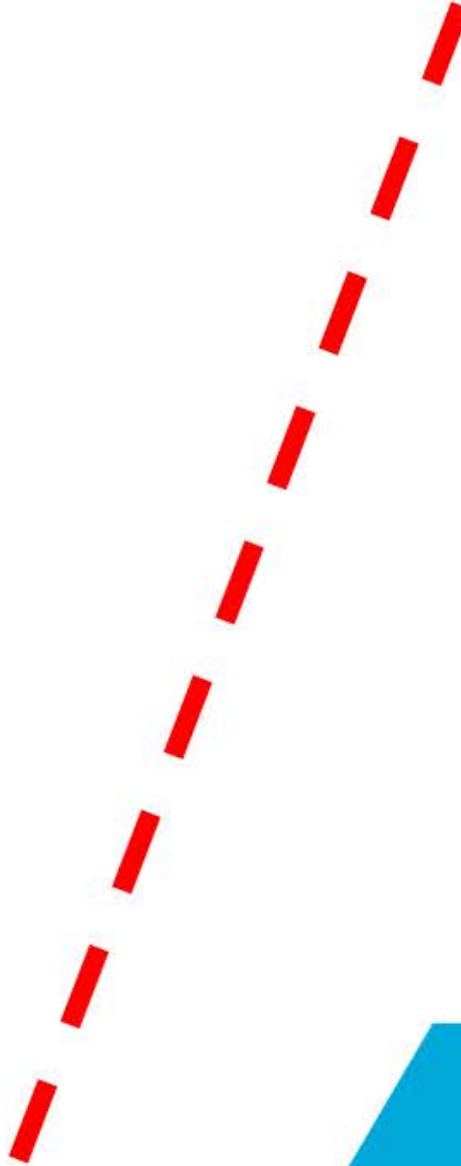
A Global Workplace Community focused on increasing Workplace Innovation & Consciousness



**WORKPLACE
Evolutionaries**

a Community of  IFMA





People First

Its time for a fundamental shift in how businesses apply key technology innovations.
To empower people, business leaders will need to take a new perspective.

- The Accenture Technology Vision 2016,
"The Primacy Of People In The Digital Age"

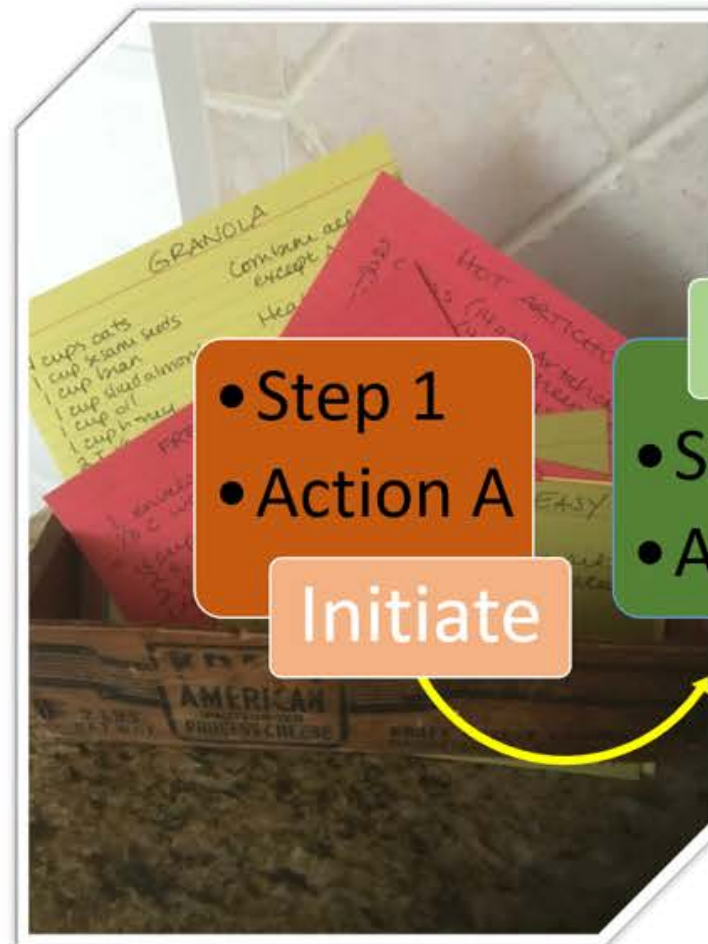


knowledge transfer



explicit
implicit
tacit

explicit

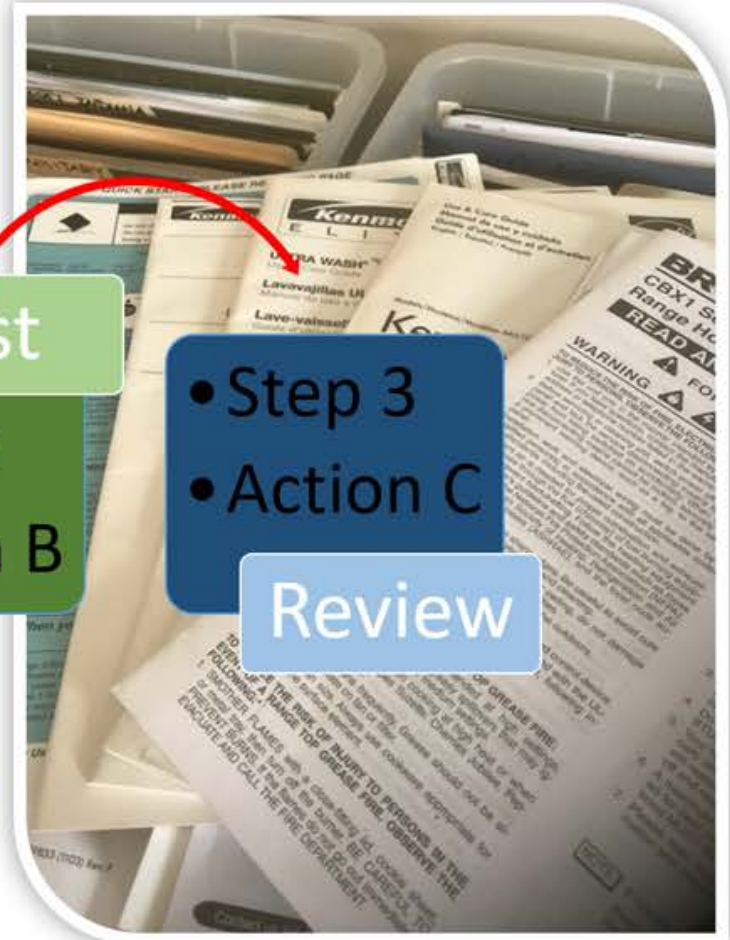


Test

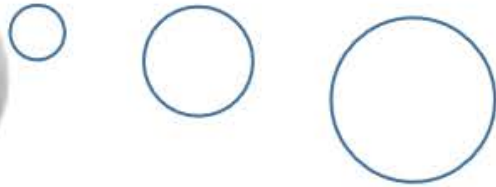
- Step 2
- Action B

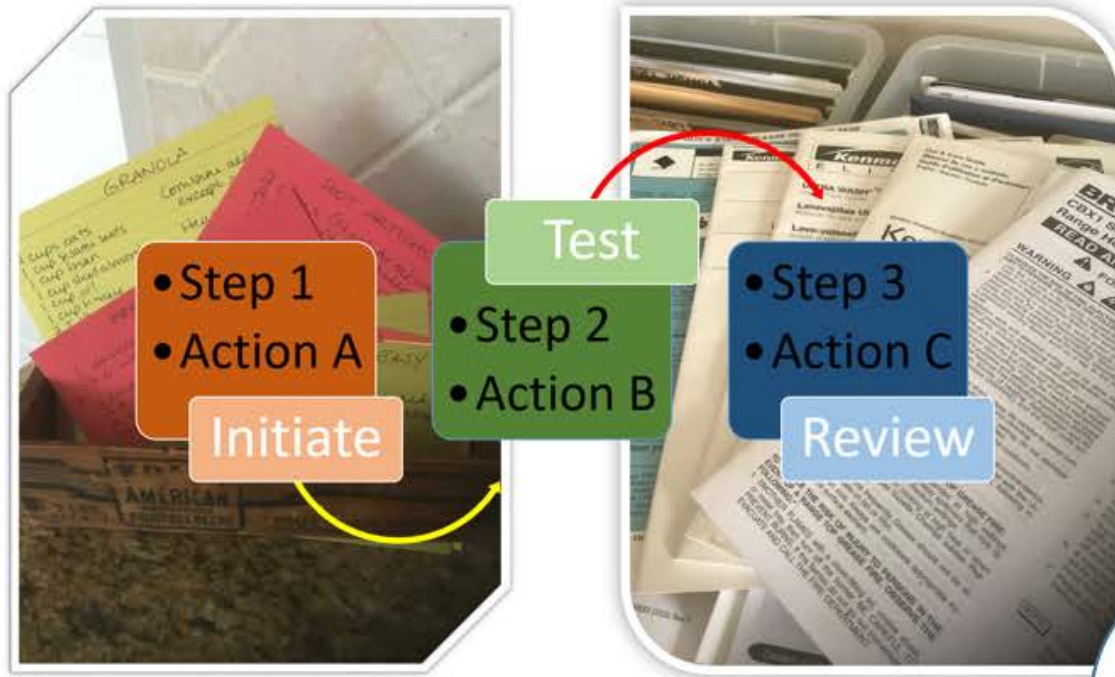
- Step 3
- Action C

Review



implicit





TECHNOLOGY HELPS!



tacit

**“WE CAN KNOW MORE
THAN WE CAN TELL.”**

~ Michael Polanyi



INSIGHT



sensorytechnologies®



GARY KLEIN, PhD





**Mentoring
Internships
Tutoring
Job-shadowing**

Why are experience centers and simulators so effective at **TACIT KNOWLEDGE TRANSFER?**

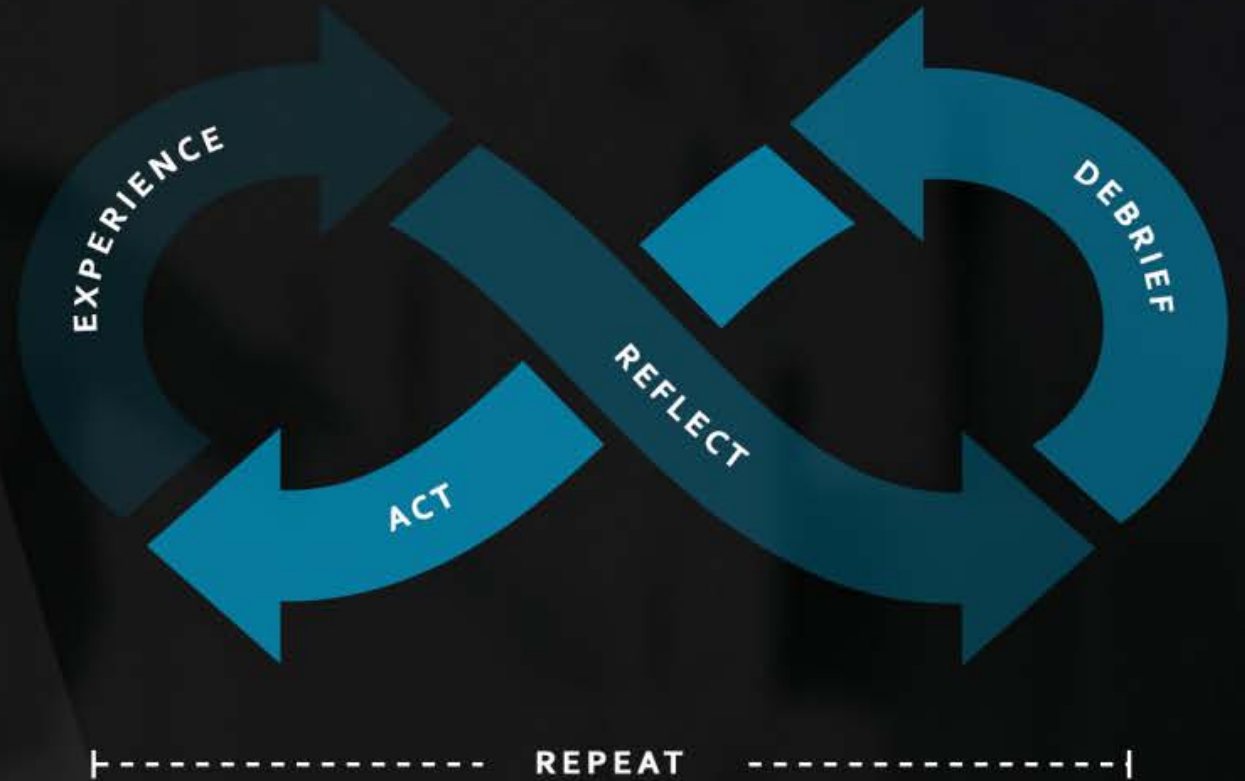
25





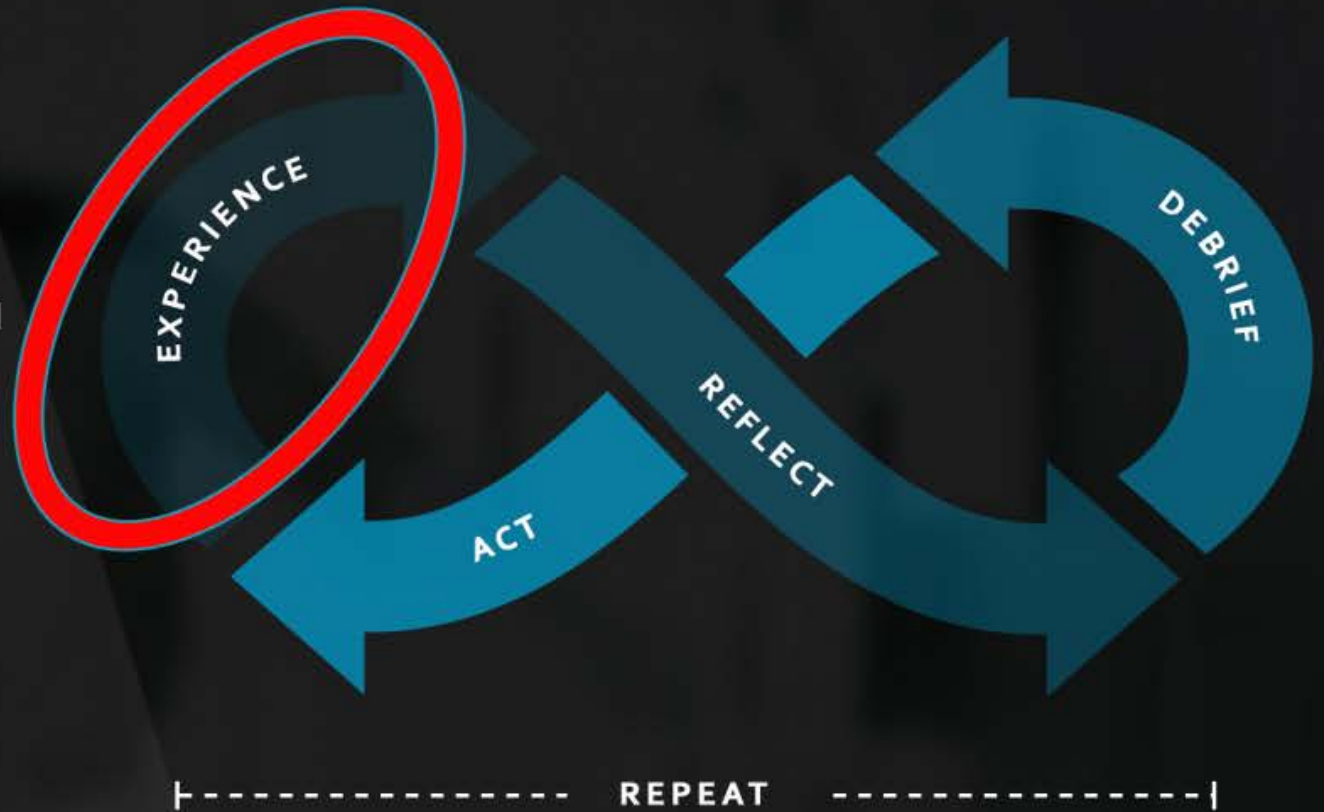
EXPERIENTIAL LEARNING CYCLE

- Experience – Heightened Emotion
- Reflect – **WHAT ?**
- Debrief – **SO WHAT?**
- Act – **NOW WHAT?**
- Repeat – Perhaps later



EXPERIENTIAL LEARNING CYCLE

- Experience – Heightened Emotion
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Pre-Experience

What happens
before the
Experience?

Experience

What happens
during the
Experience?

Post-Experience

What happens
after the
Experience?





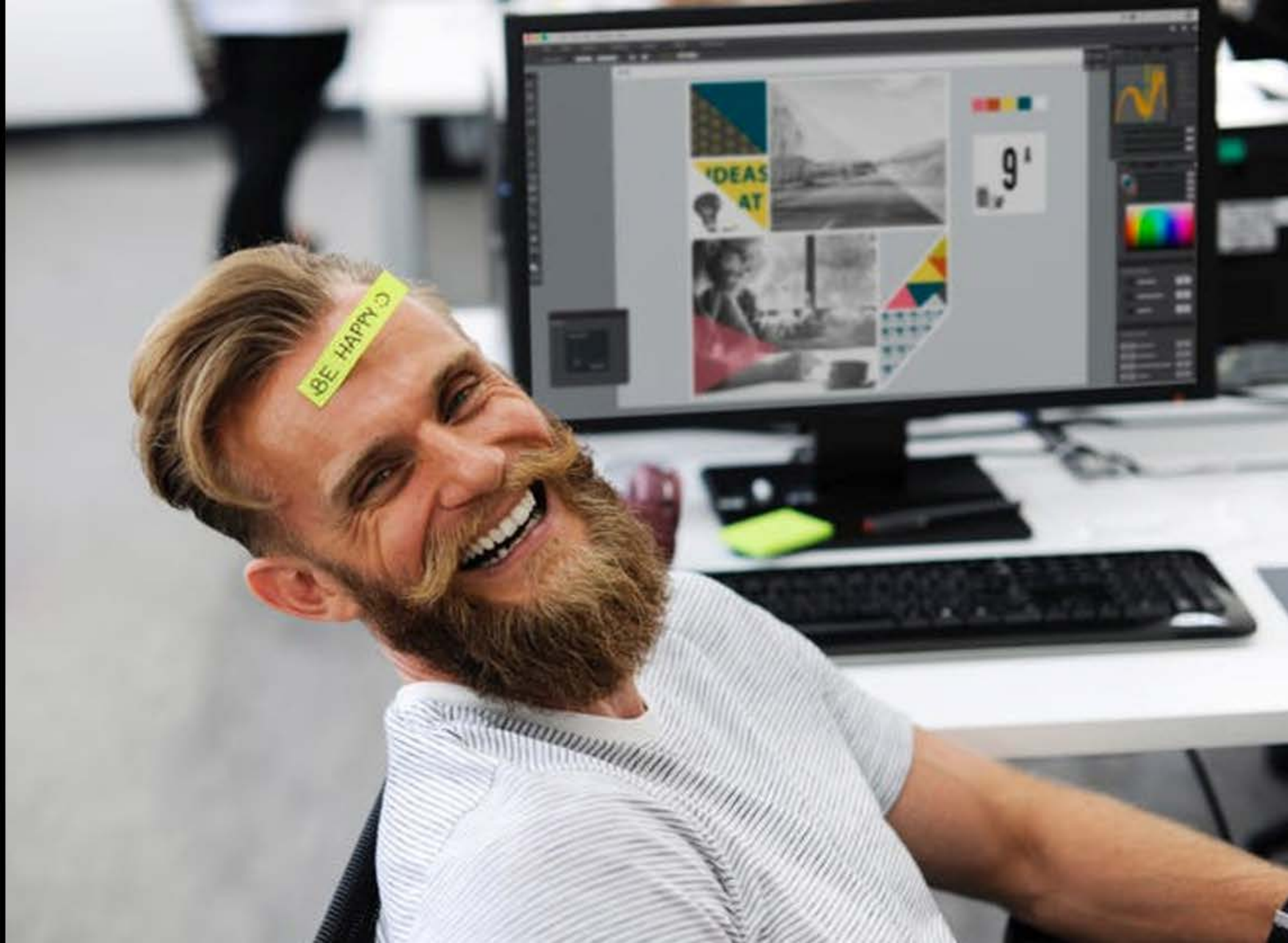
Virtual Reality. Augmented Reality. Mixed Reality.

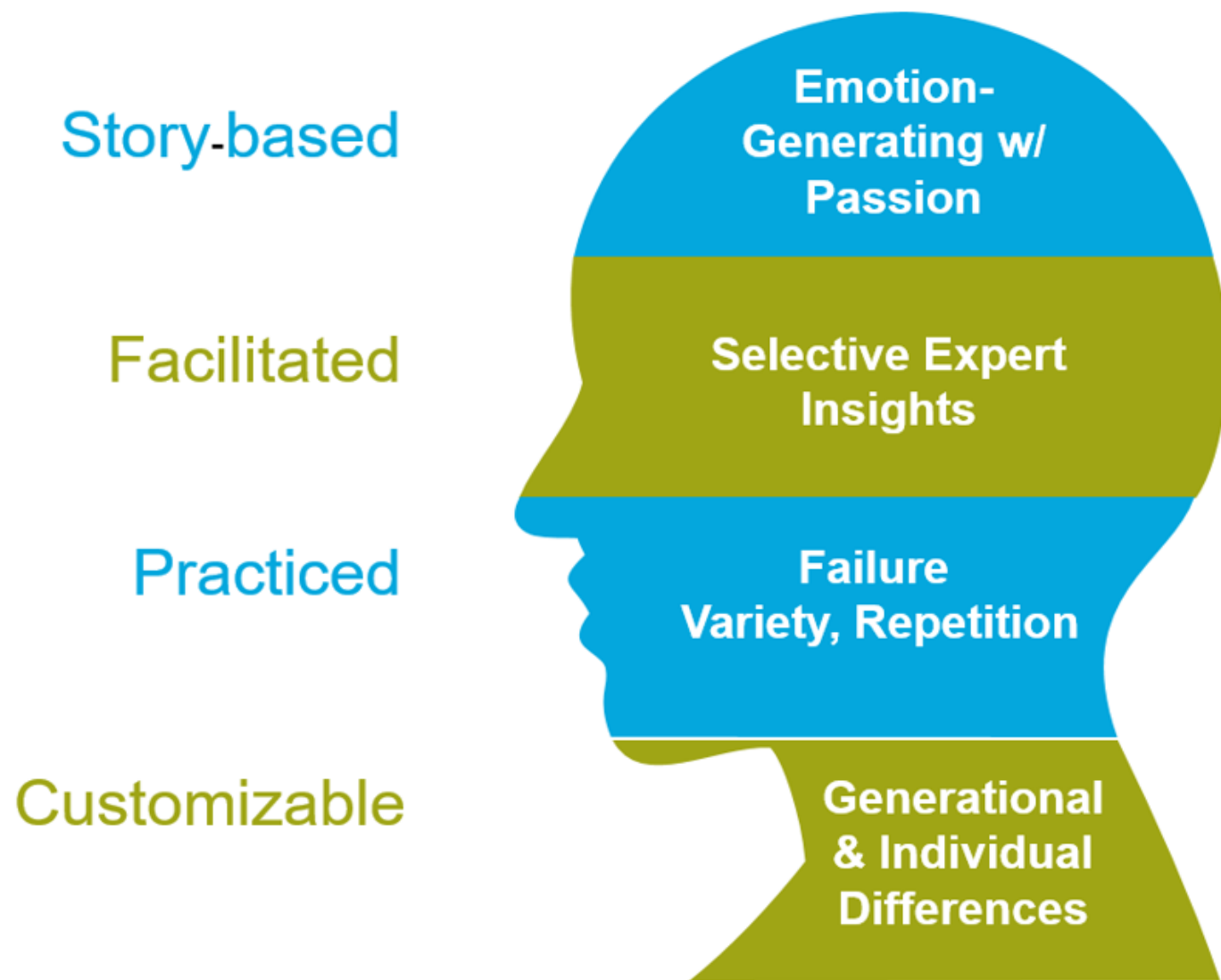
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ON
DEMAND**

PASSION







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CHANGE > BUILDING TOWARD
OUR FUTURE

THANK YOU



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