The story by the numbers:

- Workforce shortage by 2011 = 4.3 million
- 2009 workforce growth rate = 1%
- Half life of an engineer’s knowledge = 5 years
- Percent of Senior Management retiring in next five years = 50%
- Number of jobs today’s graduates will have in their career = 11-13
- Organizations with no formal succession plans = 40%
- # of people turning 55 per day in the US = 10,000

85% of most organizations’ knowledge is tacit. We can help you find and protect these invisible assets.

Don’t let your knowledge walk out the door!

The Exit:
Is your workforce aging?
Are your experts planning their exit?

The Risk:
If they left today, are you ready?
Do you know the potential impact?

Your Assets:
Do you know where your knowledge lives?

Are you capturing it today?

If your answers to these questions raise your anxiety level, you may find comfort in knowing you are not alone. Yet whether you’re in good company or not, your organization may be facing a real strategic risk. Over the next several years, the US workforce will face an unprecedented turnover rate of up to 40% of today’s workers.

Despite the impending threat of this knowledge loss, a recent study by the Institute for Corporate Productivity found that nearly two-thirds of the organizations surveyed have no formal knowledge transfer programs in place today. Less than 25% of 118 mid-to-large size organizations surveyed said they know how to identify their critical knowledge deficiencies.

Don’t be part of the crowd! At PeopleFirm we’ve teamed up with the national leaders in Peer Mentoring and content management to address this threat to America’s corporate enterprises. Our solution is customized to your organization’s unique needs and situation, helping you to assess the risks, prioritize your focus, and build a holistic approach to addressing your knowledge retention issues.

Your People = Your Success
PeopleFirm’s Knowledge MAPP Methodology

Working with PeopleFirm, you’ll benefit from a comprehensive approach that defines an actionable portfolio of solutions to minimize your risks and increase your intellectual assets.

Estimate your financial risk

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\text{# of employees} \times \% \text{ anticipated to leave in next 3-5 years} \times \text{average value of the knowledge your employees hold (modestly $5000 per employee, it is likely to be much higher)} = \text{your estimated financial impact}
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Example

2,000 employees @ 20% loss @ $5K knowledge value per employee = $2,000,000 in financial risk

Mobilize

- Confirm scope and approach
- Engage leaders and communicate to organization

Assess

- Identify where your knowledge resides
- Understand how knowledge is captured and shared
- Assess your impending risks
- Quantify the impact of potential knowledge losses
- Evaluate how well your organization is managing people, structuring work, and providing technology to enable your teams to capture and share knowledge

Prioritize

- Develop the ROI for each solution / action
- Prioritize your portfolio of knowledge-retention actions

Plan

- Build your knowledge capture and retention roadmap: timeline, process, tools, and resources
- Create your team’s call to action

To retain your knowledge assets - think people, processes, and technology

Process and Technology Solutions: We evaluate how work gets done and seek solutions that ensure an efficient use of your knowledge assets and experts. We can redesign work processes as well as mentoring and knowledge sharing processes. We apply state of the art technologies to help you find and measure your intellectual capital. We will help you select and implement technology solutions that will enable a culture of knowledge capture and sharing.

People Solutions: We evaluate the full employee lifecycle and create solutions to help you keep key skills, acquire experience, and grow your team’s capabilities. Our approach incorporates:

- Organizational Network Analysis
- Succession & Workforce Planning
- Recruiting & On-boarding
- Mentoring & Learning
- Deployment & Staffing
- Competency Development & Career Planning