

Mapping Knowledge for Due to Retire Employees at ADCO

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ABSTRACT

Objective/ Scope

ADCO is facing a big challenge due to an aging workforce, and huge skill shortages as a result. This is not a new issue to ADCO and the industry as a whole, where it is becoming more stressful when realizing the demographics of ADCO for the last three years, where the young population (20-35 years old) by 2015 is representing more than 50% of the total population.

In order for us to overcome such a challenge, it is prudent to build and develop structured knowledge transfer methodology. We anticipated the need to come up with a customized tracking tool that helps us identifying the high-risk knowledge loss disciplines.

The tool is considered as part of the comprehensive ADCO Knowledge Management Framework, where it supports the framework with priority focus areas and flexible enough to accommodate any changes in the high-risk factors.

This paper will explain how ADCO Due to Retire Tracking Tool helps in identifying high-risk knowledge loss areas, and how the outputs are being utilized as inputs to our succession planning process as well as employees' career development plans.

Methods, Procedures, Process

- We used analysis results to develop a Heat Map that illustrates which Function/ asset will be mostly affected by the retirements.
- We have identified five factors to be considered in the heat map development.

Realized Benefits

Our experience in implementing this approach is being fruitful, as we helped the succession planning team to identify priorities; as well it equips us with all data required to design a proper knowledge transfer plan effectively.