

# Success strategies and knowledge transfer in cross-border consulting operations

**Kluwer Academic - Success Strategies and Knowledge Transfer in Cross**



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## Success Strategies and Knowledge Transfer in Cross

What to Look for in a Good Knowledge Transfer Program Since every company deals with knowledge transfer issues at some point, many business leaders that we meet are looking at a variety of options for solving the problem.

### Knowledge Transfer

He could have prepared others to take over his current role while the company groomed him for something bigger. What is the relative urgency? Even the outsource partner acknowledges that it would be more helpful if their client was clearer about their expectations—but clearer how? A high degree of urgency will also translate to a higher priority for the knowledge transfer effort. Assessing Opportunities Understanding threats is important, but you should also look beyond threats to opportunities.

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Knowledge Transfer Strategy in Practice There are two kinds of knowledge transfer projects: those with the benefit of an articulated organizational knowledge transfer strategy and those without that benefit. SUMMARY: Before adopting an effective knowledge transfer solution, spend some time doing due diligence and deciding how your program will address key attributes.

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For one recent blue chip client, I was able to incorporate twelve Guideposts directly into a scorecard that teams use to track their knowledge transfer progress on a bi-weekly basis. Their knowledge transfer strategy rated this issue very low. Only about 25%—40% of the existing engineers will make the move and others will retire or move to a competitor across town.

### Cross

Do they know what you want from them? How many are an expert? This is often not understood by others without a clear illustration.

## **LP — The Ultimate Guide to a Knowledge Transfer Plan**

The first step is to consider the costs of a change. Getting this agreement was a good start.

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