

Intergenerational Knowledge Transfer Translated

The Dawson Research Initiative

APAP Conference New York, January 10, 2009

<http://www.bolzcenter.org/dawson/>

Definitions

Knowledge Management: The organization, creation, capturing or distribution of knowledge to ensure its availability for future users.

Intergenerational Knowledge Transfer: Any interaction – whether one-on-one, in a group, or through written communication in print or online – that conveys facts, context, connections, processes, or other insights between two generations.

Research Studies and Reports

- *Nonprofit Executive Leadership and Transition Survey 2004*
The Annie E. Casey Foundation, 2004 | www.aecf.org
- *Succession: Arts Leadership for the 21st Century*
Illinois Arts Alliance Foundation, 2002 | www.artsalliance.org
- *Bridging the Gaps: How to Transfer Knowledge in Today's Multigenerational Workplace*
The Conference Board, 2008 | www.conference-board.org
- *Arts Service Organizations: A Study of Impact and Capacity*
The Boston Foundation, 2005 | www.tbf.org

Books

- David W. DeLong, *Lost Knowledge: Confronting the Threat of an Aging Workforce*, Oxford University Press, 2004
- Thomas H. Davenport & Laurence Prusak, *Working Knowledge: How Organizations Manage What They Know*, Harvard Business School Press, 1997
- Nancy M. Dixon, *Common Knowledge: How Companies Thrive by Sharing What They Know*, Harvard Business School Press, 2000

Comparison of Previous Generational vs. Current Generational Learning Styles

from *Bridging the Gaps*, referenced above.

Digital Immigrants

Linear acquisition of information

Focused mainly on facts and knowledge acquisition

Guided learning

Learning in specific time periods

Face-to-face learning

Learning as a duty

Rote learning

Digital Natives

Nonlinear (hyperlinked) logic of learning

Focused more on deuterio-learning (learning how to learn)

Autonomous learning

Learning 24 / 7

Interactive virtual learning

Learning as fun

Analogical learning