

# KNOWLEDGE TRANSFER

Presented By

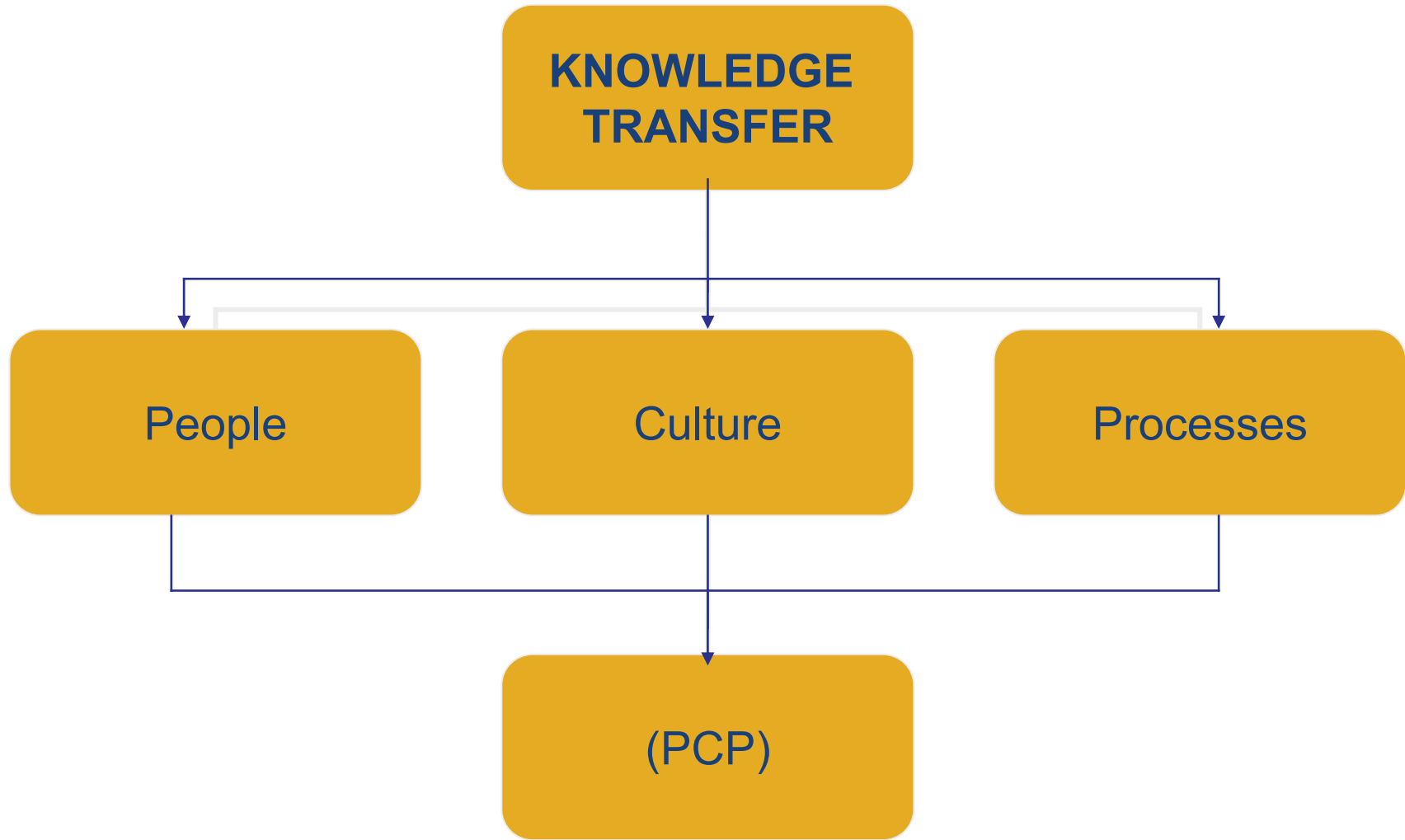
Khelane Ndwandwe  
From  
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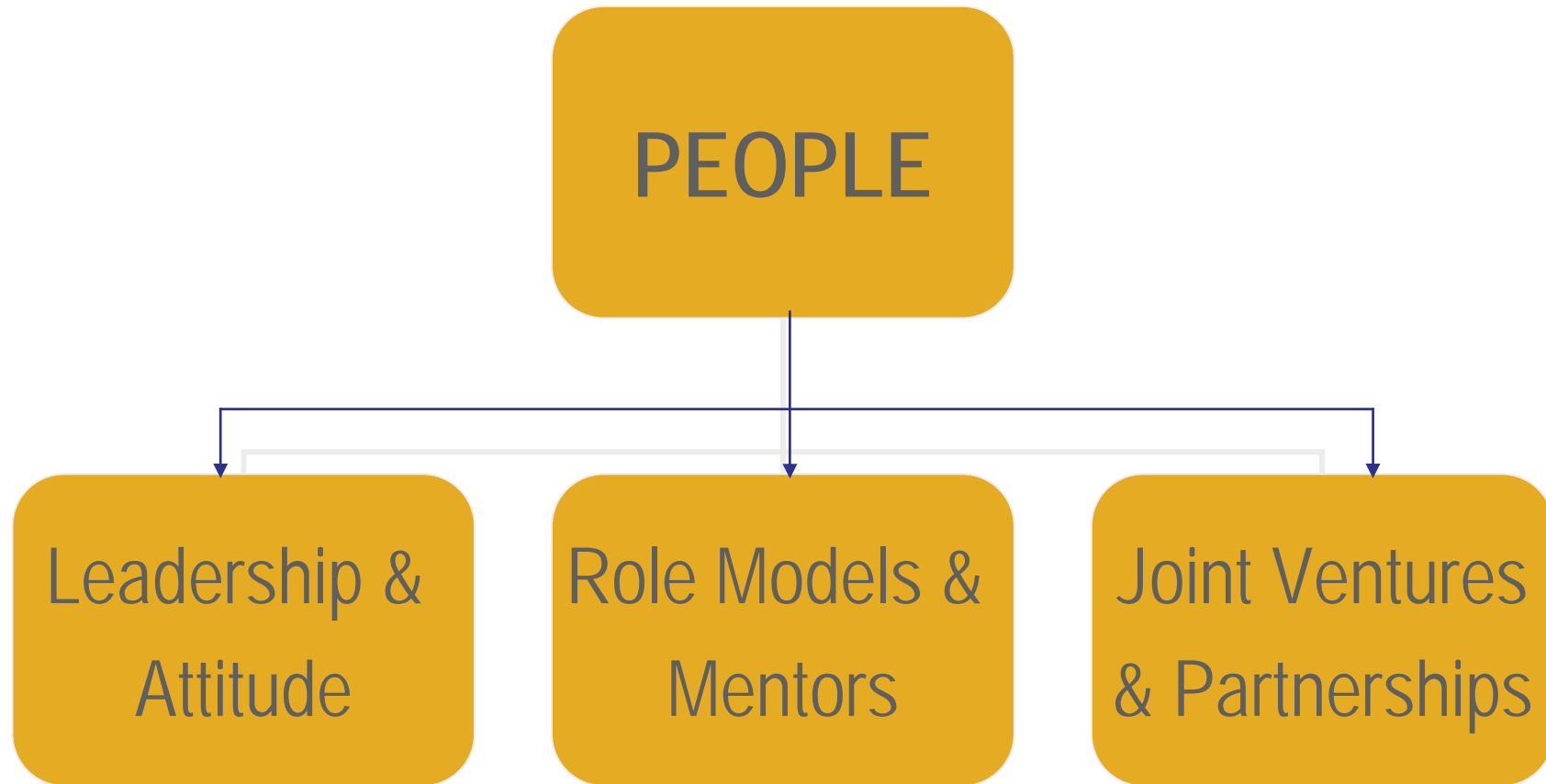


# Introduction

- Challenges faced by South Africa with regard to knowledge transfer
- Black professionals starting businesses with no experience & scarcity of mentors.
- 3 factors that make Knowledge Transfer happen







# Leadership & Attitude

- Firms with good leadership
- Community of Leaders
- Social attitudes and perceptions



# Role Models & Mentors

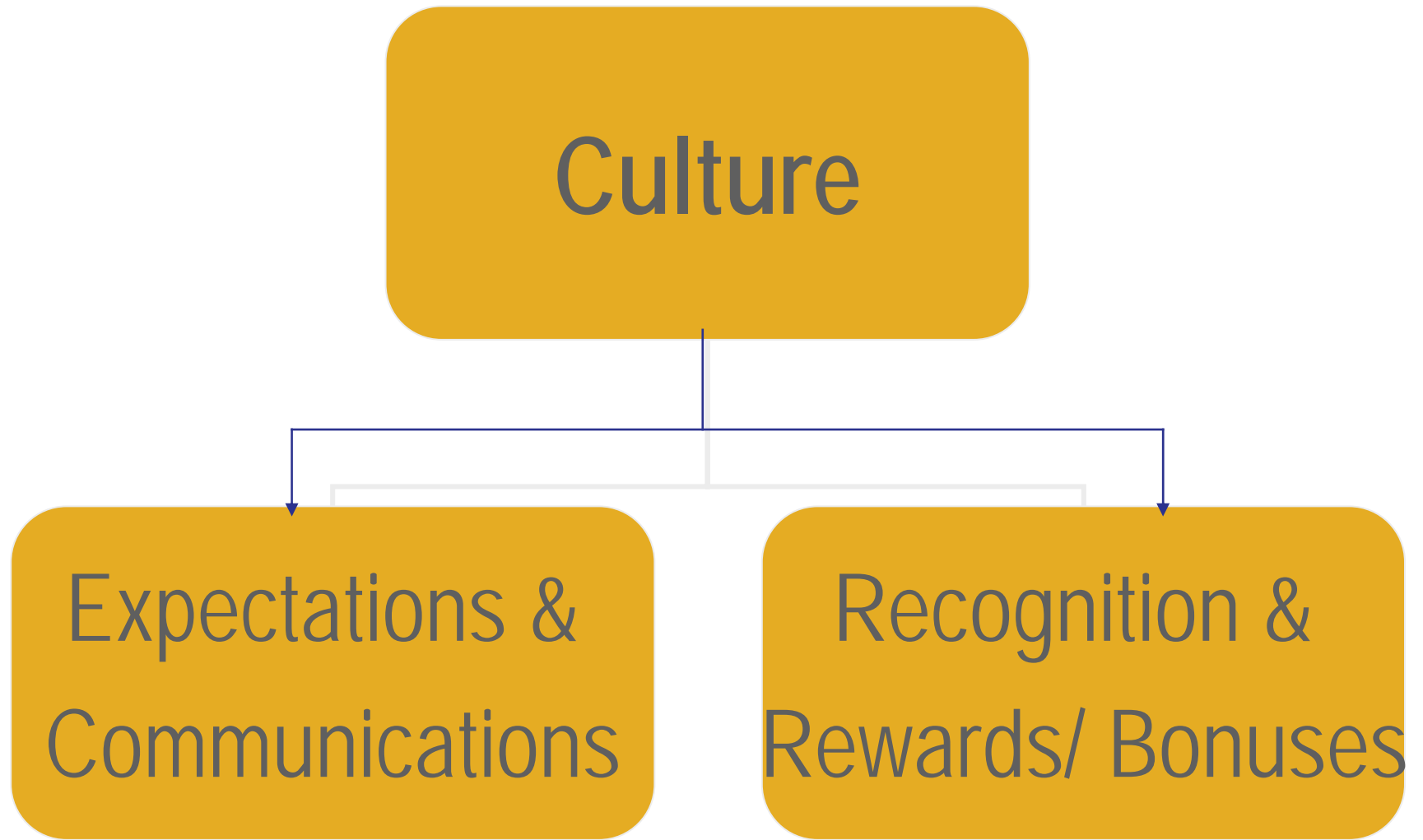
- Inspire, Give credibility & Motivate young professionals
- Attract back the retired
- Invite external mentors & role models



# Joint Ventures and/or Partnerships

- Clients encourage joint ventures  
(50:50; 25:75; 30:70 & 60:40)
- Design review or peer review promotes knowledge transfer
- Relationship between firms







# Expectations & Communications

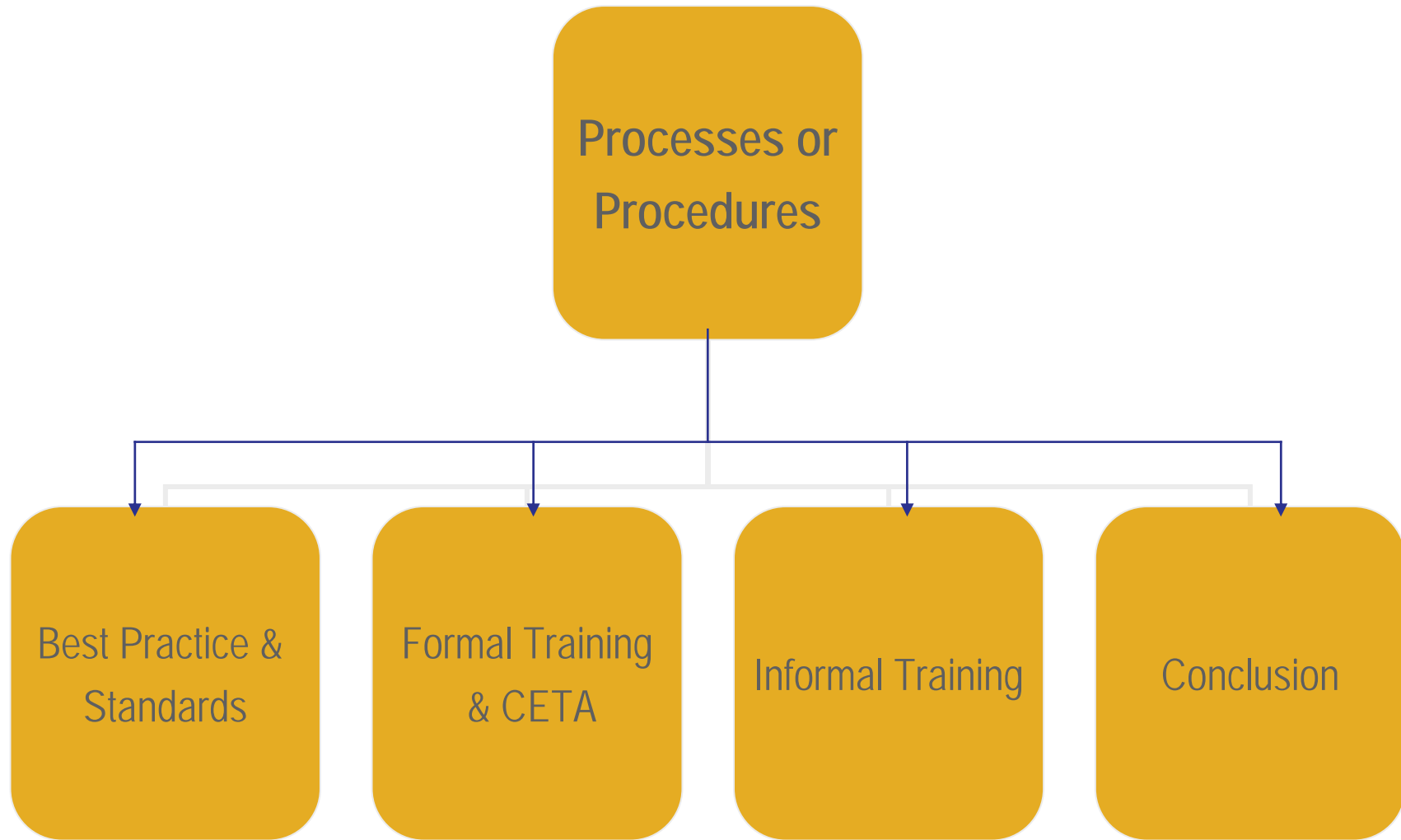
- Leaders expectations set the scene for knowledge transfer
- Probation period is crucial (leaders expectations are best communicated during this period)
- Business language where you have more than one official language



# Recognition & Rewards/ Bonuses

- Progress on projects vs Family involvement
- Knowledge transfer vs High rewards





# Best Practice & Standards

- Company needs a brand & best people
- Best practice supports excellence
- ISO 9001: 2000 Certification



# Formal Training & CETA

- Continuing Professional Development (CPD Points)
- Engineering institutes; Universities & Technikons
- Construction Education & Training Authority (CETA)



# Informal Training

- Formalize internal training vs Design or peer review
- Presentations by staff members
- Young engineers are seconded to the other firms



# Conclusion

- Skills development programs by governments
- Formal and Informal training
- Role models and Mentors
- Best practice/ firm

