CHEAT SHEET

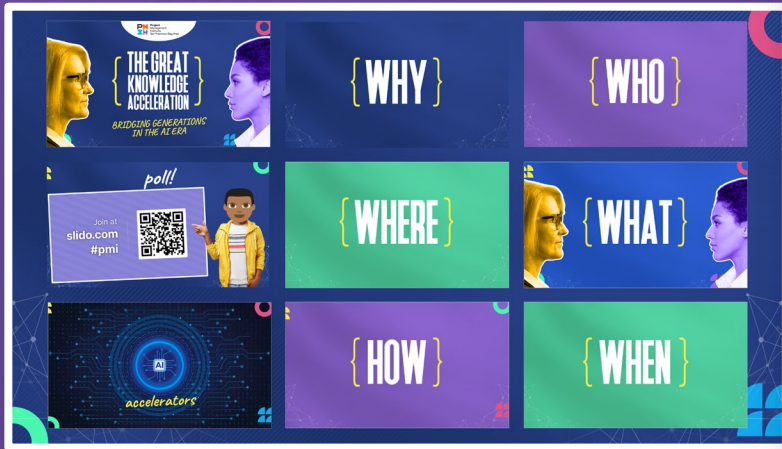THE GREAT KNOWLEDGE ACCELERATION

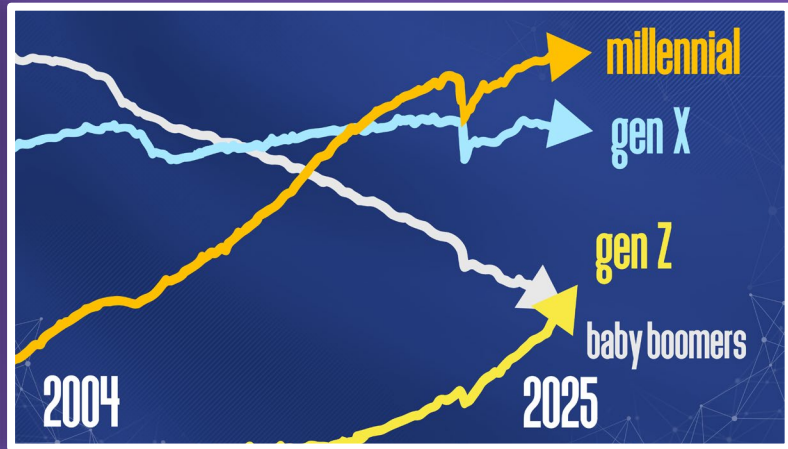BRIDGING GENERATIONS IN THE AI ERA

presented by

Luke Goetting

CHEAT SHEET

Key presentation framework using Who/What/When/Where/Why/How to facilitate knowledge transfer initiatives

Workforce demographic trends showing generational shift through 2025: Digital Natives becoming majority while Baby Boomers retire

5 key drivers: Stretching of the Workforce (people working longer), impending Baby Boomer retirement surge, majority Digital Native workforce, ineffective Knowledge Transfer programs and AI's evolving impact
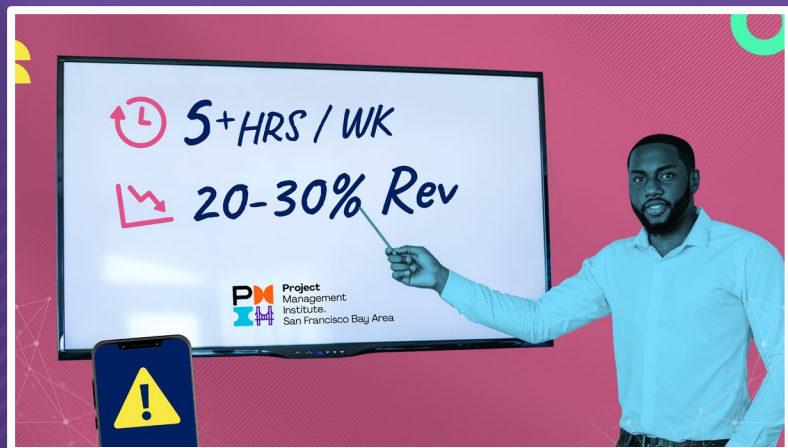
5+ hrs/week lost waiting for info + 20-30% revenue drop from duplicated efforts

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Legacy + learning: crystallize expertise through sharing

Accelerate growth via network + holistic insights

baby boomers
{ 61-79 }

"I printed out this email to show you what I mean"

Legacy leadership meets continuous learning, translating experience into lasting organizational impact

gen X
{ 45-60 }

"Whatever... I'll figure it out myself"

Blending traditional methods with adaptable mindset, bridging communication gaps through practical problem-solving
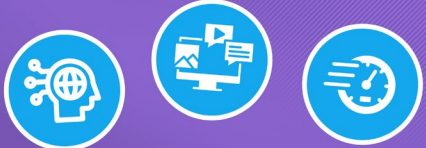
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millennial {29-44}
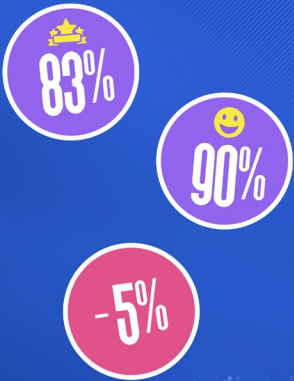
"Let's circle back after I check my Slack messages"

Digital pioneers leading transformation: Blending tech-enabled solutions with collaborative instincts

gen Z {13-28}

"The vibes are off in this meeting"

AI-native multitaskers: Expert at synthesizing information across digital channels

MENTORING

83% 90% -5%

83% of Gen Z seek mentors + 90% mentored workers report job satisfaction

{CO} MENTORING

Two-way skill exchange: Structured sharing across generations via project-based and micro-mentoring formats

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SKILLS MARKETPLACE

Digital skill-swap platform: Cross-generational expertise exchange (4-6 person groups)

asynchronous KNOWLEDGE MARKETS

Flexible learning ecosystem: Combining, platform, incentives to contribute and rewards

CONVERSATION CAPTURE

Recording tribal knowledge: AI transcription tools for preserving critical discussions

ENHANCED DOCUMENTATION

AI-assisted knowledge capture: Turning complex documents into accessible resources

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KNOWLEDGE MINING

AI Tools: Auto-categorize + tag existing knowledge bases

intelligent KNOWLEDGE CAPTURE

AI chatbots: Domain-specific knowledge assistants trained on internal expertise

targeted PROCESS DOCUMENTATION

AI Tools: Map + document critical workflows for recommended efficiency gains

SMART MENTORING

AI-powered matching: Skills-based pairing + effectiveness tracking

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Top 10 Soft Skills to help facilitate intergenerational collaboration success

Example of intergenerational approaches to maximize success

Example of intergenerational approaches to maximize success

Example of intergenerational approaches to maximize success

Book Luke!

VIEW FULL WORKSHOP INFO

VIEW SPEAKER SITE & REEL

BOOK LUKE FOR YOUR ORG

so much more...

RESOURCES

- https://www.vox.com/money/24080062/retirement-age-baby-boomers-older-workers
- https://www.pewresearch.org/social-trends/2023/12/14/the-growth-of-the-older-workforce/
- https://www.weforum.org/stories/2024/01/could-the-age-of-longevity-hold-a-powerful-source-for-growth/
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