

A survey reveals interesting insights how different generations work together in selected EU companies

Due to demographic change, businesses today have employees of three or four generations. If applied correctly, the combination of innovative approaches of the younger employees and the experience of the older colleagues are of high importance for a company's strategical and practical success. But how is intergenerational collaboration and knowledge transfer promoted within companies? In the framework of the EU project "Wings4Success", 127 enterprises in Austria, Germany, Spain and Portugal were questioned on the topic by means of an online survey and 45 structured expert interviews. The participation of a great diversity of organizations in the online survey showed that the topic is of interest across various business sectors and sizes; not only large but also smaller and medium-sized enterprises have to and want to confront the challenges posed by demographic change.



Until August 2017 we will develop a training course to meet the needs of SMEs regarding Intergenerational Learning. Survey results, the course curriculum and all training materials will be available at our website step-by-step.

You are welcome to visit us at

www.wings4success.eu

Survey Results

In-house knowledge and knowledge holders are seen as one of the most valuable resources a business has. Since there has been an increase in knowledge-intensive processes in enterprises of all sizes in both the service and the manufacturing sector, knowledge transfer between older and younger employees is crucial for many companies. When it comes to the question of how to organize this knowledge transfer between old and young, however, companies soon arrive at their limits. However, companies are aware of the need for action, and they are also keen on further training concerning Intergenerational Learning at the workplace. People with staff responsibilities in the companies should be made aware of and trained in how to promote intergenerational exchange of knowledge and experience at the workplace. What is central are the sensitization and training of executives concerning the following topics amongst others: heightened awareness of differences among the staff, generation-tailored performance appraisals, strengths and weaknesses of old and young, knowledge-oriented corporate culture and intergenerational learning processes.

ERASMUS+ KA2-PROJECT

"Work Based Intergenerational learning in SME – a Key Factor for Success"

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