

BRIDGE of GENERATIONS. Project of JSC Atomenergomash

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The basic premise of the project idea KLRM «BRIDGE of GENERATIONS» was observed phenomenon of the ageing of the labour collectives of the enterprises of machine-building complex. In particular, we have a high part of workers of retirement and pre-retirement age, which having unique knowledge and experience in the field of design and production technology, and the share of young people is not sufficient. This fact carries the risk of loss of key knowledge on the horizon next 10-15 years. And it's compounded by a lack of positive practices in Russia retention and transfer of knowledge, as well as low motivation the "possessors of knowledge" for the preparation of his « replacement».

The project started in 2010 on 2 key enterprises of the division. Today the project covers 6 division companies: ZiO-Podolsk (Podolsk, Moscow region), GIDROPRESS (Podolsk, Moscow region), SverdNIikhimmash (Ekaterinburg), TSKBM (Saint- Petersburg), CNIITMASH (Moscow), OKBM AFRIKANTOV (Nizhny Novgorod).

The results of the project are first of all connected with increase of efficiency of HR-policy and achievement of strategic goals:

- creation of organizational conditions for the retention and transfer of knowledge in enterprises of JSC «Atomenergomash»
- retention of critical knowledge and technologies
- reducing the average age of the personnel
- development of young specialists and raising the level of staff involvement in the group.

The essence of the project is to develop the methodology and to implement the organizational approach, directed to the critical knowledge loss risk management, assessment of the risks of loss of critical knowledge, creation of conditions to ensure the succession of knowledge and retention of the best practices in our enterprises

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