

Catching Black Cats in Dark Rooms:

Capturing the Expertise of Baby Boomers before They're Gone



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Kim Ruyle is President of Inventive Talent Consulting, LLC, a Miami-based firm that provides strategic talent management and organizational development consulting for leading global organizations. He is an Independent Master Associate in Korn Ferry's Global Associate Network.

Kim has 30 years of experience in human resources, organizational development, and general management. Previously, he spent six years with Korn/Ferry Leadership and Talent consulting, most of it serving as Vice President of Research & Development where he led the development of numerous robust talent management tools, assessments, and thought leadership. Prior to joining Korn/Ferry, Kim was director of learning and development for Siemens Logistics and Automation Systems, where he was responsible for strategic HR practices including succession planning, performance management, and employee development. Previously, Kim managed learning and development processes and technology for Deere & Company, founded and ran a software company, and taught at four universities.

The loss of expertise occurring as baby boomers retire is a huge problem. Expertise is an asset to be preserved, enhanced, and disseminated. Easier said than done. Expertise is transparent to the expert. The most valuable expertise can't easily be articulated. Tacit expertise reveals itself through intuition almost magically. This session reveals practical methods for turning tacit expertise into explicit expertise.

Learning Objectives:

- Learn the importance of Expertise
- Understand the Neuroscience of Learning
- Become aware of the Power of Personal Disclosure
- Learn the Neuroscience of Learning Agility
- Manage Learning and Risk



Thursday, September 8, 2016 – 11:30 a.m.
NW State Community College (Room H-104)
For more information, go to www.toledoshrm.org

