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Title of project: Examining the risk of lost knowledge with personnel changes in small nonprofit organizations on Prince Edward Island

Project Abstract:

Building on the findings of the subnode 2 project, *Bridging Public Investment and Social Value: An examination of the supports for the Social Economy on Prince Edward Island*, the proposed study will examine how small nonprofit organizations (NPOs) are managing the risk of lost knowledge associated with changes in key personnel. The project will be conducted in three phases: a sector survey will be administered for the purpose of assessing the overall risk of lost knowledge; semi-structured interviews will be conducted to inquire into the experiences organizations have had in retaining the knowledge of exiting employees; and using the findings of the survey, the interviews and *Bridging Public Investment and Social Value*, a customized knowledge management toolkit prototype will be developed and delivered in a workshop for small NPOs. Theoretically, the study will examine how explicit and tacit knowledge is retained and transferred, and it will investigate the impact social capital may have on these processes. From a pragmatic standpoint, the project strives to assist small NPOs, a sector largely ignored in knowledge management research, in finding ways to mitigate the risk of lost knowledge and to reduce the associated consequences on organizational sustainability.