

Workforce Aging: Managing Aging Employees



A Workshop for Managers

The career or performance related conversations with our older employees are often fraught with sensitivities. With no legal obligation for people to retire and the rights of the employee paramount, managers and HR professionals are challenged to conduct constructive conversations that result in win-win outcomes.

Conversations that are managed well can give a sense of support, an understanding of development needs, bring greater transparency and encourage improved self-efficacy and potential for continued contribution. Managed badly however, inevitably leads to self-protection, lack of transparency, lessening contribution and no support.

So what can you, as managers do?

Understanding and Managing Aging Employees: A Workshop for Managers

This 2.5hr hour workshop offers managers an insight into the core considerations and motivators of their aging employees and provides practical tools for having performance and career transition conversations. Information presented will be research based.

The content of the workshop includes:-

- Our aging workforce – threats and opportunities
- Understanding contexts and considerations for people in their late 50s – 60s
- Managing career conversations – a shared responsibility
- Understanding performance characteristics and encouraging development
- Phased retirement – planned exits are better for everyone

Workshop Facilitator Kaye Avery is a Career Coach and Specialist Consultant on the subject of the Aging Workforce. She has recently completed a Masters Research project, *Working Longer: The Heroic tasks required of older workers to maintain their careers longer and manage work transitions later in life*. She has been asked to present this paper at The International Careers Conference in Cairns in April 2011. More information about Kaye is on her website <http://www.career-coach.co.nz>

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Recent Presentations and Highlighted Projects

- Guest presenter to the Omega Mentors on: ***Building an Effective Mentoring Relationship***
- Currently career coaching 24 senior level managers in one of the city councils during major change and in preparation for roles in Super City structure
- Columnist and regular Employment Today (HRINZ magazine) contributor as a specialist in career development
- Facilitator 2010 Future Auckland Leaders inaugural hui
- Presentation to the Association of Community Access Broadcasters National Conference entitled; ***Working for Love: Attracting and supporting the career development of professional staff in the Not-for-Profit sector.***
- Contracted to Counties Manukau and Waitamata DHB's to facilitate their '***The Aging Workforce Project***' of 28 focus groups
- Presentation to Career Practitioners Association Professional Development seminar: ***The Impact of global issues on the New Zealand workforce***
- Researched aging workforce issues and presented findings and background theory to NZATD conference: ***The Ageing Workforce – crisis or opportunity?***
- Coach and facilitator for The Creative Entrepreneur Programme run by Art Venture Trust and The Big Idea
- Designed and delivered programme of support to 400 employees of tertiary institute during major restructuring
- Designed and delivered a Career Resource Centre to support 110 employees of manufacturing company who outsourced production
- Won 'Best Paper' for Navigator Conference on the development of an onsite career resource centre (for the above project)

Kaye's website address www.career-coach.co.nz

Career and Transition Consulting mission:

Dedicated to developing people and committed to growing a more conscious and sustainable world.