

AGEING **G** WORKFORCE STRATEGY BUILDER PROGRAMME

Building Capability - Managing Risk - Realising Opportunities

New Zealand's workforce is rapidly ageing. Over one third of the workforce is now 50 and over. It is approaching forty percent in a number of regions. This combined with declining birth-rates will inevitably see skills shortages in key regions and industries.

Increasing numbers of older workers are staying on in work longer through choice and increasingly from necessity, however changes will need to be made to workplaces to ensure the management of risk and the engagement of a multigenerational workforce. This significant change is impacting many businesses now!

- Are you prepared?
- Do you know your risks?
- Do you have strategies in place to manage the risks and realise the opportunities?

In this programme you will work with a small group of other employers in your region to build your capability, manage your risks and to create an action plan for the future.

The programme runs for 4 months and comprises

- ✓ Three highly interactive 4-hour workshops
- ✓ 2 webinars with international experts
- ✓ 11 hours of practical on job exercises
- ✓ 2 hours implementation coaching in your business
- ✓ Online access to contemporary resources and advice.

Who should attend

This practical organisational development programme for business owners, human resource managers, work health and safety advisors and operational managers will enable businesses to:

- Identify the business risks and opportunities of workforce and population ageing
- Build capability to better work with an emerging workforce trend
- Develop practical solutions to challenging issues e.g. recruitment, retention, health and safety, knowledge transfer
- Identify new business opportunities from the ageing of the population – the longevity economy
- Developing a Strategy and Action Plan for their organisation.

Each business is encouraged to register two people who can work together on the practical exercises, problem solve real life situations and support each other with implementation.

This programme has been approved for NZTE Regional Business Partner Funding for qualifying SME businesses.

"This was a valuable and engaging programme. Our team was expertly supported to develop a strategy tailor made for the needs of our organisation. We were given access to relevant resources and an easy to follow template. Geoff has a sophisticated knowledge of the topic and is able to impart practical, useful information that helped us develop our own ageing workforce strategy."

Service Manager

What will be covered?

Workshop 1

The World of Work is Changing – myths, facts and realities

Workplace Exercise – workforce demographics, HR policy and practices review

Webinar 1

Creating an Age Inclusive Wellbeing Programme

Workshop 2

Becoming an Age Inclusive Employer – “best practice” policies and practices

Workplace Exercise – interviews with older employees and customers

Webinar 2

The Longevity Economy – Age Friendly Business

Workshop 3

Building your Strategy and Action Plan – risks, opportunities and actions

Workplace Consultation – Two hours in-house implementation consulting.

Duration:

4 months – includes three 4 hour workshops, 2 webinars, on job exercises and workplace coaching.

This programme has now been run with over 80 employers ranging in size from owner operators to larger multi-site employers and across most sectors including construction, transport, manufacturing, health, social services, financial services, education, tourism, hospitality, local and central Government.

To find out more:

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Facilitators

Geoff Pearman

Geoff is the Managing Director and Principal Consultant of Partners in Change, a Trans-Tasman organisational and workforce development consultancy that specialises in age and work. Over the past 8 years Geoff has worked with over 120 companies in Australia and NZ ranging in size from 34,000 employees to owner operators to assist them address the challenges and opportunities of longevity.

Regarded as a thought leader in age and work he is sought after as a speaker and commentator on age and work. His first book *Doing It Differently - life and work after 50* was published in 2016.

Geoff has qualifications in the sociology of organisational change, social work and learning and development. His skills have been developed through leadership roles in the university, government and human services sectors. Geoff's career has seen him working in both New Zealand and Australia.



Muriel Roake

Muriel is Principal Consultant at Muriel Roake and Associates, specialising in helping organisations build a high performance culture and capable confident leaders.

She has held senior HR, Capability and Organisational Development roles in corporates such as Air New Zealand and KiwiRail, and in consulting for Deloitte and others.

Muriel's passion is the development of both people and organisations, and her wealth of experience includes the design, facilitation, and management of a wide range of training and organisation wide programmes.

She has a special interest in assisting organisations and individuals adopt new thinking and approaches to the challenges and opportunities associated with the demographics of a maturing workforce.

