

# AGEING 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. One in four workers in Otago and Southland are now 55 and over. 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?**

Join the Ageing Workforce Strategy Builder cluster and work with a small group of other employers to build your capability, manage your risks and to create an action plan for the future of your business.

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.

The fee is per company (2 people). If you wish to send a third person for a greatly reduced fee contact us.

*"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

## Workshop 1 - 23rd April 2020

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 - 14th May 2020

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 - 3rd June 2020

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

**Workplace Consultation** – Two hours in-house implementation consulting

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.



Workshop 1 April 23 - 9:00am to 1:00pm  
Workshop 2 May 14 - 9:00am to 1:00pm  
Workshop 3 June 11 - 9:00am to 1:00pm



Otago Chamber of Commerce  
Level 3, 442 Moray Place, Dunedin



\$2500 plus GST, per business  
(2 employees), Otago Chamber of  
Commerce Members  
\$2850 plus GST, per business  
(2 employees), for Non Members



Michael Idour / Tania Lane  
03 742 1925 / 03 742 1929  
training@otagochamber.co.nz

## Facilitator

### Geoff Pearman Partners In Change



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.

Geoff is also the founder of Senior Entrepreneurs New Zealand having gone into business for the first time himself at the age of 61. He is currently leading a research project “Senior/ Kaumatua Entrepreneurs in Aotearoa New Zealand”.

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.

Geoff is a Member of the New Zealand Order of Merit for Services to Business and Seniors.

*“It was great to be part of the group last year; the sessions were insightful and interactive. To hear from experts and talk with other organisations on what they are doing. It really changed our approach on age and work and helped move towards a holistic strategy.”*

HR Business Partner

*“We have new tools and ways of thinking. We have a better understanding of how mature aged workers think and what's important to them. We want to more actively promote our business as an age friendly workplace.”*

Manager

Payments can be made on registration by cash or cheque payable to The Otago Chamber of Commerce | online to Westpac #03 0905 0970271 00 | Visa and MasterCard payments are accepted on our secure website payment page. For a full refund, cancellation must be received no less than two weeks prior to the workshop date.