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The following information is a snapshot of large projects undertaken by LIFE TIME WISE with contacts for referrals. The work has comprised:

- Creating the business case for establishing phased retirement programs
- Establishing policies and procedures for phased retirement
- Interviewing and surveying employees (1200) about their intentions
- Tailoring baby boomer employee work to retirement transition workshops and coaching – run over a 12 month period
- Knowledge loss risk assessments
- One on one knowledge mapping with baby boomers
- Developing knowledge and wisdom capture and reuse techniques

### **Examples of LIFE TIME WISE clients**

#### **Australian Railroad Group (now Aurizon)**

- Met with ARG Human Resources and presented my view on the risks to their workforce from baby boomer retirements
- Developed reference group of older workers to help guide the project
- Interviewed/surveyed locomotive drivers initially and later the wider workforce around intentions to retire; information about their role and lifestyle planning
- Used the results to design the phased retirement initiative and to tailor transformation to retirement workshops for employees intending to retire
- Developed Knowledge Transfer pilot program for engineering department
- Ran transformation to retirement workshops for employees intending to retire

Contact:

Damien Waller  
Human Resources Manager - Georgiou  
9200 2463  
[damien.waller@georgiou.com.au](mailto:damien.waller@georgiou.com.au)

## **Western Power**

- Met with Western Power Workforce Capability and presented my view on the risks to their workforce from baby boomer retirements
- Ran several meetings and workshops to overcome deep rooted cynicism
- Developed reference group of older workers to help guide the project
- Interviewed face to face and surveyed their over 50 year olds at 5 different sites in WA, around intentions to retire; information about their role, knowledge and lifestyle planning
- Used the results to design the phased retirement initiative and to tailor and run transformation to retirement workshops for employees intending to retire
- Undertook risk assessment and knowledge mapping with senior employees close to retiring

Contact:

Roger Fletcher (knowledge transfer)  
roger\_fletcher0@yahoo.com.au

Karen Buckingham (workforce planning component)  
HR Manager at Cairns and Hinterland Hospital and Health Service  
(07) 4226 0000

Libby Hewton (knowledge transfer)  
libby.hewton@westernpower.com.au

## **Alcoa Huntly Mine**

- Met with Alcoa WA Huntly Mine's Operations team and presented my view on the risks to their workforce from baby boomer retirements
- Interviewed their over 50 year olds around intentions to retire; information about their role, knowledge and lifestyle planning (around 50 people)
- Used the results to design the phased retirement initiative and to tailor and run transformation to retirement workshops for employees intending to retire
- Undertook risk assessment workshop and knowledge mapping with several senior employees close to retiring

Contact:

Mal Briggs  
Manager of Mines - WA Operations  
9530 2802  
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## **Austral Bricks**

- Met with Austral Human Resources and presented my view on the risks to their workforce from baby boomer retirements
- Developed reference group of older workers to help guide the project
- Interviewed/surveyed their over 50 year olds at 8 different sites in WA around intentions to retire; information about their role, knowledge and lifestyle planning (around 90 people)
- Used the results to design the phased retirement initiative and to tailor and run transformation to retirement workshops for employees intending to retire
- Undertook risk assessment and knowledge mapping and re-use with senior kiln operator

HR Manager no longer in role and unable to be contacted

## **BHP Nickelwest**

- Designed and developed work to retirement transformation workshops

Refinery Manager no longer in role and unable to be contacted

## **Department Sport and Recreation**

- Presented my views on the need for a policy shift towards promoting serious leisure for baby boomers
- Wrote paper "Leisure and Baby Boomers"
- Presented at 2014 DSR Conference on work and identity

Contact:

Greg McLennan

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## **Guest Speaker (in last 12 months)**

- Chamber of Commerce and Industry WA
  - HR Conference - the risk to business from retiring baby boomers
  - Business Breakfasts - knowledge transfer for the older worker
- CEO Institute - you and the ageing workforce
- Breakfast Meeting – Sponsored by NDIS and Talent Consortium

Article for Institute of Company Directors – coming out in April