



LIFE·TIME·WISE

A One Day Workshop For Your

# BABY BOOMER EMPLOYEES

The main aim of the workshop is to equip baby boomers with an understanding of the personal transformation from work to retirement. In addressing how work shapes identity and how to replace the benefits of work (other than money) individuals become more certain about their future.

As a result of being less stressed about their future, individuals demonstrate an increased willingness to help the business manage its ageing workforce.

In over a decade of working with hundreds of pre-retirees, Andrew Kikeros, Principal of Life Time Wise, has identified three groups of older employees.

**1. Those who do not want to retire but for whom there is no longer a role.**

The workshop will help this group develop an incentive to leave work that is stronger than the desire to stay.

**2. Those in critical or important roles who want to retire, and do not share their knowledge.**

The workshop helps people in this group to identify their retirement options and understand the benefits of leaving a knowledge legacy.

**3. Those who simply don't know and are paralysed by their indecision.**

For this group, the workshop provides the information they need to help them make a decision.

Andrew's work with older employees illustrates clearly the impact that a lack of lifestyle planning for retirement has on their wellbeing. This lack of planning has a major impact on their productivity and on the morale of their co-workers.

Workshop details overpage.

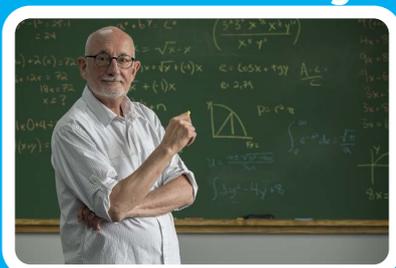
## Employer Benefits

With greater understanding and less uncertainty, employee stress levels are reduced, meaning:

- Greater productivity in their final years
- Willingness to leave if their role is not required
- Willingness to stay in a different role if required
- A willingness to leave a knowledge legacy
- Accurate attrition planning
- Reduced recruitment costs from job sharing
- A more positive outlook and improved morale

*Information  
For  
Employers*

### Decision Making



### Knowledge Legacy



### Lifestyle Planning





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## Workshop Details

# BABY BOOMER EMPLOYEES WORKSHOP

### About Workshop Facilitator, Andrew Kikeros

Andrew Kikeros

B.App. Sci. Recreation

As an Ageing Workforce Planner I have dedicated myself to understanding the impacts that pre-retirement stress has on the individual and on the business.

During the last decade, I have worked with Alcoa, Austral Bricks, Western Power and many others in helping them mitigate the four major risks from an ageing workforce. I consider the four risks to be:

- Increased cost of reactive recruitment
- The loss of critical knowledge
- Increased worker's compensation claims and premiums
- Reduced productivity due to lower morale of older employees and their co-workers

The workshop can be delivered over one day or two half days, either on-site or externally. For pricing and referrals please contact LIFE TIME WISE.

### Bookings are essential

To book or enquire please contact:

Andrew Kikeros

Principal, LIFE TIME WISE

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### WORKSHOP INCLUDES:

All participants receive a manual with the workshop notes, additional resources and exercises, plus a one on one follow up session.

*"Many thanks for the workshop Andrew. Even though I had already done a considerable amount of retirement preparation and planning, I gained so much from your workshop and had several "aha" moments during the day! The coaching session was a great opportunity to discuss my concerns about retiring in a safe environment. I am now completely comfortable with my decision to retire in six months, after 34 years in the public sector!"*

Linda - Workforce Planning Manager WAPS

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*"Enlightening and informative. The resource materials are very valuable. I have been to several financial planning seminars but never a life skills/coaching one like yours. I think your type of workshop is essential. Thank you so much."*

ECU Lecturer, Workshop Participant, December 2015