



LIFE·TIME·WISE

Turning risk into productivity and profit

# WORKFORCE HOLISTICS FOR OLDER ADULTS

By the year 2024, on average 22% of your workforce will be retired or at retirement age. Workforce Holistics for Older Adults (WHOA) provides a strategy to assess and mitigate the negative impacts that exiting older employees can have on a business, whether due to retirement or redundancy.

Discover who is leaving and when and whether they want to stay beyond the current average retirement age of 62. Analyse the likely difficulty in replacing them and what it will cost. Find out what knowledge they have about the business that has never been captured and capture it.

When older adults retire, negative impacts are experienced in:

- Profits and Growth
- R&D
- Safety
- Timeliness
- Productivity and Efficiency
- Reputation and Morale

By assessing the impact from exiting older employees, you eliminate the biggest risk - that of not knowing the scale of the problem.

## Managing the impact when older employees leave

WHOA (Workforce Holistics for Older Adults) is a proven set of strategies developed by **Life Time Wise** to assist companies and older employees, manage the impact when older employees leave.

A comprehensive understanding of baby boomer retirement intentions and attitudes, gives rise to better workforce planning; knowledge retention and lifestyle planning strategies to assist baby boomers decide what is best for themselves and the business.

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## Benefits of WHOA

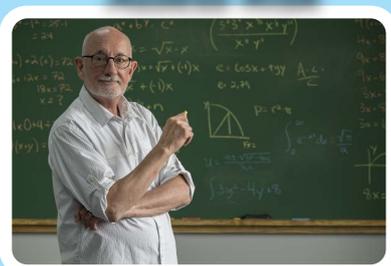
Buys you time through surveying and analysing employee retirement intentions and developing phased retirement and job share options.

Saves you money through the provision of reliable attrition planning thereby removing costly, reactive recruitment.

Protects your business through identifying knowledge loss risk and then by mapping, capturing and retaining critical knowledge for transfer and re-use.

Improves morale throughout the business by creating certainty within workforce planning and by providing more choice for baby boomers.

### Assess Risk



### Identify Candidates



### Capture Knowledge





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## About Andrew Kikeros

Andrew Kikeros is the Principal of Life Time Wise and for over 30 years has dedicated himself to the issues surrounding work and its influence on society.

This has culminated in the development of a suite of programs designed to mitigate the risks to business from the loss of critical organisational memory and costly reactive recruitment practices.

Andrew's work in identifying critical knowledge and implementing creative capture and transfer methodologies has proved invaluable to clients.

Clients include Landgate, Western Power, Austral Bricks, Alcoa, Department of Commerce, Department of Education.

Contact Andrew Kikeros at Life Time Wise to discuss how you can mitigate the risk to your business from the retirement of valued older employees.



### Contact Life Time Wise:

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## Partnering, and Embracing New Technologies

To address Australia's looming knowledge loss Life Time Wise has partnered iHandover, a Scotland-based software specialist who have developed Activate™, a digital, knowledge-retention solution.

The Activate™ user interface allows an Employee Knowledge Profile to be tailored for any job position, in any working environment and can choose from a number of sections including essential knowledge, accountabilities, project roles and relationships.

When it comes to the job handover, an intuitive interface makes completion a simple and structured experience. Users finalise their handover content over a series of sessions in their final weeks and months with their current team.

iHandover

activate™