

LifeScape Solutions™

Full Engagement of Your Most Experienced Workforce

“Wise companies will find ways to continue to engage their most experienced workers.”

-Dave Ulrich, from his Foreword to LifeScape Solutions™ book, *Your Retirement Quest*

The workplace is rapidly aging—the segment of employees 55-64 years old has seen the **highest growth in the workforce** in the last decade in the United States, Europe, and Japan. A **third of the workforce** in America is **over the age of 50**. Because of the economic recession **one out of four have delayed their retirement**, and **80% of them plan on continuing to work after they are 65**.

These employees represent **an organization’s most skilled and experienced workers**—many are in leadership positions and have accumulated decades of wisdom. Unfortunately, there are negative stereotypes of older workers that cause these employees to be bypassed for opportunities to update and fully utilize their skills.

Many baby boomers are also anxious about their future, resulting in these most experienced employees being increasingly **distracted** and **disengaged**. “The Boomer Blues” takes a psychological toll resulting in increased absenteeism and lower productivity if employees stay, and many leave (10,000 boomers per day choose to retire) taking with them much of the institutional knowledge that exists.

One key contributor to this stress is lack of clarity about their future. Most boomers lack a clear vision and a plan for their future years, which arguably could be “the best in their life.” **LifeScape Solutions™** provides a proven, practical approach that enables **individuals** to gain greater insight and confidence through the development of their personal holistic plan—helping them in their “Quest” for a meaningful future.

Companies know that **employee engagement** is essential to long term success. Much has been written about how to engage the younger generations. Unfortunately, little has been done to engage older employees, and research from the *Best-Places-To-Work* surveys indicates **that greater age diversity decreases the chances of having high engagement across all employees!** For example, a moderately age diverse workforce (more than 2.0) **is five times more likely to have a lower overall engagement score**. This represents a significant challenge (and opportunity) for employers in inspiring extraordinary effort from these extraordinary employees in these extraordinary times.

In the interest of enabling employees to successfully implement their “Quest plans” and maximize their contribution at work, **LifeScape Solutions™** also works with companies to **identify the cultural and systemic barriers** to full engagement among older employees. These could include areas such as -

- Meaningful, challenging work
- Learning and growth opportunities
- Fair and competitive compensation and benefits
- Coaching/mentoring
- Credible and trustworthy leaders
- Pride in the Company – value the Company’s products and direction
- Respect – Feel that others respect and value their perspective
- Career guidance and advancement
- Immediate, actionable, and constructive feedback on performance
- The flexibility to balance their work and non-work lives (for example to care for aging parents or work part time)