

BCHRMA Breakfast Roundtable
HR's Role in Reshaping Work – Retirement Transitions
 Facilitated by Graham Lowe, PhD
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Work – Retirement Transitions Checklist	
Work-retirement transition actions in your organization:	<i>CHECK ✓ if your organization has done this</i>
1. Leaders have discussed the implications of the end of mandatory retirement in BC.	
2. Performance management is being adapted to no mandatory retirement.	
3. Have a plan for retaining the critical knowledge possessed by retiring employees.	
4. Have a succession plan for senior management positions.	
5. Have a long-range workforce plan, looking at least three years into the future.	
6. Use older (experienced) workers as coaches and mentors for new recruits.	
7. Provide flexible and/or phased retirement options.	
8. Offer benefits to workers over the age of 65.	
9. Offer older workers retirement planning support and/or resources.	
10. Have learned from “best practices” for retaining, recruiting, and engaging older workers.	
TOTAL CHECKS	

Roundtable Discussion Questions:

1. How has your organization (or industry) been affected by the end of mandatory retirement? What will the impact be in 5 years?
2. How could the concept of flexible phased retirement be implemented in your organization (or industry)? Are you prepared to champion this?
3. What else can you do to help your organization respond to workforce aging and changing work-retirement patterns?
4. What is the key message you need to communicate to your CEO (owner, senior leadership team) about work-retirement transitions?

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