



CORPORATE FAMILY NETWORK

Where Inspiring Lives Meet Innovative Work

The Aging American Workforce

As organizations take stock of how they've been impacted by the economic climate, many are finding themselves confronted with a new challenge--managing an older and increasingly multi-generational workforce. A growing number of employees who have reached 'retirement age' are now either unable or unwilling to retire, due to the toll the recession has taken on their personal savings. According to a recent article in the New York Times, "nearly four in 10 workers over age 62 say they have delayed their retirement because of the recession" ["Reluctance to Retire Means Fewer Openings", September 2nd, 2009].

The profound impact of this new trend is being experienced by businesses across the country, affecting everything from communication among team members to productivity and morale, as well as growth opportunities for younger employees who have been positioned to take the place of retiring workers. Managers and business leaders are struggling to re-structure while, at the same time, plan strategically for their older employees' eventual retirement. As a result, more of our clients have been turning to us for support in the following areas:

- Managing conflicting or varying expectations of multi generations
- Leading during times of organizational cultural and structural shifts
- Effective communication/collaboration
- Re-structuring – consultation, planning and on-site support
- Critical thinking and problem solving
- Retirement coaching
- Succession planning

We at MIW have always prided ourselves on offering the most innovative, custom-fit solutions. Our intimate knowledge of our clients' organizational climate and culture allows us to provide the most effective and cost-efficient solutions possible. To learn more about all our service offerings, please contact us at makeitwork@corporatelifenetwork.com.