

Between a Rock and an HR Place (Understanding the impacts of the “baby boomer” issue)

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ABSTRACT

The Demographic Challenge

The aging workforce vs. the aging resource base - Who will run out of gas first?

Recent census studies have outlined with a great degree of precision how the baby boomer "bulge" will move through the population base.

The demographic dimensions as they relate to Geologists and Geophysicists.

Where are the boomers in your professions now?

What do the groups coming up next look like?

You say you're going to retire - when?

What are people saying about their plans for retirement? What affect has the move from DB to DC pension plans had on retirement timetables and plans?

Organizational Impact And Response

Measuring the impacts on our organizations.

How are organizations responding to this well-known phenomenon?

Will changes in technology, or other factors such as mergers and acquisitions affect the number and type of employees required in the future?

Correlating demographics into individual opportunities - when and where?

Will there be a shortage of talent in your profession? When would it happen?

Current Organizational Initiatives

What is the current thinking around this issue - are your companies concerned?

Understanding the talent and leadership crisis/ issue.

How are your companies responding to the challenge?

The new corporate world - "the Best Companies to Work for."

The new model employee - "the Engaged Employee."

Winning the "war for talent."

Trends in compensation and reward processes – the U.S. influence.

Employee Impact And Response

Career management is an individual experience.

Career Resiliency Concepts

Work/ Life Balance Issues - Shattered Dreams

Individual Career Strategies

Understanding Human Resources processes.

Behaviorally based interviews – “tell me about a time when.”

The Headhunters perspective.