

WCD Workforce Management Solutions

For businesses that know they have a looming problem with the management of their mature workforce yet are undecided about the best action to take, WCD have developed effective processes and methodologies to help achieve your business objectives.



SOLUTIONS

WCD provides successful mature workforce management solutions to organisations.

We coordinate programmes addressing:

- ◇ Strategy Development for the Mature Workforce
- ◇ Risk Profiling—financial and social
- ◇ Supervisor/Manager Development
- ◇ Planning for Retirement
- ◇ Mentoring for Individuals
- ◇ Wellness/Wellbeing Programmes / Physical Capability / Ergonomics
- ◇ Development of Policies; Setting Targets and Key Performance Indicators for Improvement

RISK PROFILING

WCD will examine the risk profile of your business in relation to mature workforce issues. This will aid in the development of strategies for productivity improvement and sustainability. Our clients have been surprised at their financial exposure.

POTENTIAL OUTCOMES

Organisations can expect improved financial management and better outcomes for individual employees along with retention of skilled and experienced staff; improved 'engagement' metrics and overall reduced staff turnover.

Proactivity by organisations in this field of management is producing better alignment of staff resourcing with strategy for the business. Ultimately this will lead to improved productivity.

OUR TEAM

Our multidisciplinary team consists of experienced, senior personnel from backgrounds in accountancy, insurance, actuarial work, health, learning, superannuation, HR, rehabilitation, coaching and financial services.

CONSIDERATIONS FOR BUSINESS LEADERS

Effective *Workforce Management* incorporates the attraction and retention of skilled talent – regardless of age.

How important are your people in achieving business success? What strategies are in place to manage mature-age talent?

Do you understand the financial implications of your current workforce demographics?

Do you understand the financial impact of mature employee exodus over next 3-5 years?

Is your management team across these issues?

Have you considered workers' compensation analysis and strategies for mature employees?

Do you have tools and systems to assist you with these issues?

**Call us for more information:
03 9815 6600 or 0433 777 663**

**Or email Kristine Gatt on
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