
Worried about retiring team members

Posted by TeamLeader - 2008/02/01 11:11

We've prepared somewhat for our team members to retire as our workforce is older than most. But I just got word that three top team members (out of 12) plan to retire by the end of the year.

Help! What steps do I take to make sure this team doesn't sink when they're gone?

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Re:Worried about retiring team members

Posted by Denise O\Berry - 2008/02/18 18:54

You have a good reason to be worried, but you're miles ahead of many because you want to take action to solve this problem before it becomes a crisis.

First you need to identify the critical knowledge those team members have that other team members don't. Then you want to put a plan into action for that knowledge to be captured.

You can use any number of methods. Create documents by skill / task that detail the steps to complete the job. Assign shadow partners to transfer the knowledge in real time. Conduct brown bag sessions where those people share their stories about the tasks / skills that are critical to pass on.

Whatever method you choose, taking action to get it done is the key to your success.

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Re:Worried about retiring team members

Posted by Andy - 2008/04/15 15:46

This is the first time in American history that four different generations are working side-by-side. The newest workforce are those born between 1980 and 2000. They are a generation nearly as large as the Baby Boomers, and like every new generation, they are vastly different than those that have come before.

According to outplacement firm Right Management, companies estimate that more than fifty percent of their workforce will be eligible to retire in 5 to 15 years. At the same time, the Millennial generation is flooding the workplace and shaking up long-held convictions regarding work place values.

The Millennial Generation provides enormous opportunities for organizations to leap forward through harnessing innovative talent, even as the overall retirement pace accelerates.

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Re:Worried about retiring team members

Posted by Recruiter - 2008/04/20 05:59

You also need to make sure that you are bringing the right type and amount of people in the door. Along with a plan to transfer internal knowledge, you need to have a recruiting and outreach plan that taps into today's generation.

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