

The Ageing Workforce: Managing a Mature Aged Workforce

Who we are

Mieza Consulting Pty Ltd is an Australian-based professional services firm specialising in building and sustaining organisational capability. With offices in Melbourne, Singapore and Hong Kong, Mieza is recognised for its ability to design and deliver programs throughout the Asia-Pacific region.

The team at Mieza are all subject matter experts with relevant industry experience. We specialise in partnering with our clients to deliver a range of practical and innovative solutions for building and sustaining organisational capability. As a recognised and respected advisor to many leading financial and professional service organisations we are passionate about excellence and making a difference.

Our Approach

Mieza partners with you to create high impact learning experiences. Central to our process is focus on customisation and the continual evaluation of the proposed solution. In other words, we will work collaboratively with your team to ensure buy-in and commitment at every stage of the program's development.

Customised Learning Programs

As a research led consulting firm, our thought leadership capabilities direct the development of innovative learning solutions that have been designed for today's global business challenges. Through highly customised and tailored solutions, we will challenge and build your employee's capabilities which in turn will drive improved performance and business success.

The Ageing Workforce

Throughout the next decade, one of the major challenges for all businesses, large or small, will be to evaluate the impact the ageing workforce will have on their organisation. Future ongoing business success will be largely based on an organisation's capacity to build, retain and expand their intellectual capital.

Our programs are for those trying to lead, work with, sell to or understand an age-diverse workforce. They can be presented in a variety of formats, covering an entire day, half day or as several 2 hour modules, depending upon your organisation's needs. Working with our Alliance partners, Mieza is in the unique position of being able to assist organisations through:

- Building awareness: engaging the leadership, building the business case, understanding the demographics, designing the strategy, and conducting discrimination/EEO audits.
- Diagnostics: understanding what is your organisation's current and future age mix? Diversity audits, demographic profiling and benchmarking, career/life stage/retirement intentions sessions and focus groups.
- Specific interventions: breaking through misconceptions - are mature workers different? What do mature workers look for in organisations? Societal influences & demographic changes – what is really happening? Are your leaders sufficiently aware & skilled to offer and manage flexible working arrangements? How to attract, retain and sustain multiple generations.

Examples of successful interventions include:

- Leading mature workers workshops
- Key talent/skill/function identification
- Work, workplace and work/life re-design
- Retirement/transition intentions programs
- Strategic workforce planning solutions
- Financial literacy & wealth creation workshops
- Mentoring – including reverse mentoring
- Flexible working: strategy & implementation
- Age and gender profiles, succession planning
- Leadership development

Contact details:

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