



Managing the Older Worker: How to Prepare for the New Organizational Order (Hardback)

By Peter Cappelli, Bill Novelli

Harvard Business Review Press, United States, 2010. Hardback. Condition: New. Language: English . Brand New Book. Your organization needs older workers more than ever: They transfer knowledge between generations, transmit your company's values to new hires, make excellent mentors for younger employees, and provide a just in time workforce for special projects. Yet more of these workers are reporting to people younger than they are. This presents unfamiliar challenges that--if ignored--can prevent you from attracting, retaining, and engaging older employees. In *Managing the Older Worker*, Peter Cappelli and William Novelli explain how companies and younger managers can maximize the value provided by older workers. The key? Recognize that boomers needs differ from younger generations - and adapt your management practices accordingly. For instance: * Lead with mission: As employees age, they become more altruistic. Emphasize the positive impact of older workers efforts on the world around them. * Forge social connections: Many older employees keep working to maintain social relationships. Offer tasks that require interaction with others. * Provide different benefits: Tailor benefits--such as elder-care insurance programs or discount medication--to older workers interests. Drawing on research in management, psychology, and other disciplines, *Managing the Older Worker* reveals who your...



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