



## Impact Analysis

### Understanding the Impacts of the Impending Boomer Retirements

#### PRODUCT OVERVIEW

**Wisdom Worker Solutions** will work with your company executives, human resource professionals, administrative officers or other designees who have the responsibility to maintain a productive workforce.

Our **consultants** will provide tools and processes to assist your organization in understanding the generational makeup of your workforce. With knowledge of the composition of your talent pool, we can aid you in identifying the potential impacts to the company of the impending transition of your Baby Boomers into retirement. Our analysis could reassure you that you are adequately prepared for your workforce to make a smooth transition or we may unearth issues that might not yet be an operational priority.

Once clear, **Wisdom Worker Solutions** consultants can support management in creating industry-specific business solutions to minimize negative impacts, take advantage of business opportunities created by the transition or confirm that current programs and practices are resilient to the coming shift.

#### PRODUCT FEATURES

- **Workforce Composition** - learn the generational makeup of your workforce, identify the potential cost of the loss of Baby Boomers using our Wisdom Worker Solutions calculator and understand the impacts to productivity and profitability should Boomer employees retire without a transition plan.
- **Attrition Analysis** - examine your workforce individual-by-individual to understand the pace that the organization could lose knowledge, skills and abilities as employees make decisions to retire or transition from their current positions.
- **Business Case Creation** - identify which business solutions address your company's strategic priorities and build a compelling business case for action.