

Baby boom almost over



Greg Kinnaird

By DENICE RICE

THE extinction of the baby boomer in the workplace is imminent.

The first baby boomers, those born between 1946 and 1964, who turned 60 on January 1, 2006, are planning not to work much longer.

That fact should be foremost in the planning strategies of most businesses, according to Greg Kinnaird, managing director of the Australasian Management Centre.

Mr Kinnaird said that as baby boomers left work there



would be falls in levels of skill, knowledge and creativity.

"This creates both challenges and opportunities to organisations' structures, technology, processes and people," Mr Kinnaird said.

"The challenge is that most baby boomers are in senior

management roles and don't have succession plans. Many mentor their rising stars ineffectively and often purposely withhold sharing their experience and expertise to maintain control and power."

Mr Kinnaird said businesses needed to recognise the exodus of baby boomers would provide opportunities for future leaders.

He said ambitious Generation Ys had a good knowledge of technology that could be used as the catalyst for positive change in many organisations and baby boomers had a responsibility to foster their development.

"Time and egos will be the two corporate enemies in the future," Mr Kinnaird said.

Ageing Workplace Population Strategies — the Extinction of the Baby Boomer is the theme of the next Australasian Management Centre's Innovation Forum breakfast on June 12 at the Perth Convention Exhibition Centre.

Mr Kinnaird will head a range of guest speakers.

For inquiries or tickets contact AMC on 1300 466 688. Tickets are \$110 each, or \$600 for tables of six, and are available online from AMC at www.amcinnovation.com.