



At the PHRPS Tuesday,
November 14 2006
Meeting at Radisson Hotel in
Green Tree

3:30-6:00 p.m.:
Registration
Networking
Refreshments

4:00-5:00p.m.:
Speaker

To register, please contact:
Roberta at bertr2@aol.com
or 412/831-1188.

Also, register on line at
[http://www.phrps.org/
events.php](http://www.phrps.org/events.php)

Cost:
\$40

Please RSVP by:
November 7, 2006

Make checks payable to:
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"70: The New 50—How to Retain, Develop and Maximize the Contribution of Older Workers"

by William C. Byham, Ph.D.

While nearly half of the workforce will reach retirement age in the next decade, many older workers are interested in continuing to work. Management and human resource professionals must respond to this situation by actively managing retirements—helping those individuals who want to keep working past the traditional retirement age understand the opportunities available to them in their organizations. Bill Byham, Chairman and CEO of Development Dimensions International, Inc. (DDI), and author of the soon-to-be-published book entitled *70: The New 50, Retirement Management: How to Retain, Develop and Maximize the Contribution of Older Baby Boomers*, will share proven techniques for developing, motivating and managing an aging workforce with highly valuable skills and experiences.

Bill will talk about the elements of a retirement management system; explain how retirement fits into a broader talent management system, and share advice on how to implement a successful retirement management program. This seminar is geared toward managers, corporate leaders, and human resources professionals who are facing the pending retirement of their workforces.

William C. Byham, Ph.D.

Bill Byham is a best-selling author, speaker and industry expert on management issues including empowerment, succession and hiring. He wrote *Zapp!*® *The Lightning of Empowerment*, which has sold more than 4.5 million copies, and co-authored *Grow Your Own Leaders*, a guide to identifying and developing organizational leaders.

In *Grow Your Own Leaders*, Bill recommends that organizations attempt to keep key retirees long enough to develop and prepare their back-ups. In *70: The New 50, Retirement Management: How to Retain, Develop and Maximize the Contribution of Older Baby Boomers*, he provides a strategy for accomplishing that.

Bill is the Chairman and CEO of Development Dimensions International, Inc. (DDI), a global human resource consulting firm, which he co-founded in 1970 and has grown to include 75 offices in 26 countries. www.ddiworld.com.

PHRPS is a network of senior professionals who are responsible for human resources in their respective organizations. Individually and collectively these individuals serve their organization by providing information on emerging trends and their strategic implications, by identifying innovative practical solutions linked to business outcomes, and by providing pertinent data and resources to assist senior decision-makers in creating innovative practical solutions linked to business outcomes. PHRPS is a not-for-profit organization chartered to meet the needs of executive human resource professionals.

The mission of PHRPS is to improve the performance of organizations. PHRPS members function as business partners with our main thrust focusing on the application of strategic human resource management practices. Our best-of-breed practitioners represent all industries and organizations (public, private, profit and nonprofit) regardless of size.