

## SHRI Engage – The Re-employment Challenge – setting up for success

**8 September 2011, Thursday | 2.30pm to 5.30pm | SHRI @ The Verge, TR 9**

Today the demands of the work place involve continuing change and increasing complexity. Older workers are often slower to adapt and to acquire new skills. Satisfactory past performance does not guarantee future success. Re-employment initiatives may involve reduced remuneration, and, if not well planned, could easily result in reduced productivity and motivation.

In this half day session we will explore how the techniques of job analysis can be used to identify the entire range of demands that come with a role, the risk points for older workers, and the potential sources and impact of poor performance.

Using this structured analysis participants will be able to assess how roles can be re-engineered to remove risk and provide a better balance of effort, capability and reward for the re-employed. They will gain a good understanding of how the work environment can be optimized for older workers and what is realistic in terms of training expectations.

Each attendee will leave with a set of practical tools they can quickly and simply implement in their organization.

### About the Speaker:

Leanne is an organizational psychologist with extensive experience in job analysis and design. Since 1993 she has been involved in HR consulting, completing projects for many of New Zealand's larger businesses and Government departments, as well as smaller businesses, across a broad range of industries.

Through Centranum Group she is also involved in the design and provision of on line performance management, capability development and succession planning systems. Her client base spans New Zealand, Singapore, the Middle East and the USA.

Leanne has lectured in Psychology, and related Business, HR and IT topics at various New Zealand universities. She is an industry adviser to the University of Auckland.

As a strong advocate of evidence based practice she maintains an in depth knowledge of current research in the field of Industrial and Organisational Psychology, using it to inform best practice in Human Resources. She is the author of many papers and articles on HR systems and work force competencies, and is a regular speaker at industry and academic conferences in New Zealand and overseas.

### Programme:

2.00pm	Registration
2.30pm	Start of Session
4.00pm	Tea Break
5.00pm	Questions & Answers
5.30pm	End

### RESPONSE SLIP – By 5 September 2011, Monday

(SHRI Engage – The Re-employment Challenge – setting up for success – 8 Sep 2011)  
*Kindly fax to +65 6299 4864 and attention to Stella Rozario*

Name (Mr/Ms/Mrs/Prof/Dr) \_\_\_\_\_

Designation \_\_\_\_\_

Tel \_\_\_\_\_ Fax \_\_\_\_\_

Email \_\_\_\_\_

**All correspondence will be made via email - please write clearly.**

Organisation \_\_\_\_\_

Address \_\_\_\_\_

SHRI / SPEC Mbr (# \_\_\_\_\_)

Public

Signature \_\_\_\_\_ Date \_\_\_\_\_

▲FEES: SHRI Member/Corporate Friend: \$32.10  
Public: \$53.50  
(Fees include 7% GST)

Registration | please contact Stella Rozario at [stella@shri.org.sg](mailto:stella@shri.org.sg)  
Enquiries | please contact Gina Woon at [gina@shri.org.sg](mailto:gina@shri.org.sg)

▲ As seats are limited, a no-show fee of S\$50 will be imposed on individuals who registered but fail to turn up for the event.