



People & Culture Webinar

Date

Tues 15 March
2022

Times

10.00am – 11.30am

Who should attend?

Officers from local government who are working within Human Resources, Learning and Development and People/Culture.

This webinar (via Zoom) is designed as an informative workshop allowing delegates to connect with other like-minded professionals to network, collaborate and share experiences and ideas.

REGISTRATION

\$110.00 per person
(incl. GST) – Council
Subscribers

Register online via the
LGMA website:
www.lgmaqld.org.au

CONTACT DETAILS

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Overcoming & Profiting from Ageism

The Surprising Opportunities Ageism Creates for Employers & the Mature
(Presented by Toby Marshall, Founder of Stable and Wise)

**“Regardless of Age, consistently great performance is delivered by...
The Right Person, in the Right Job, at the Right Time”**

- 1. What exactly is ‘The Great Resignation’? What’s causing it? Why is it coming later to Australia than in the USA?**
What’s the impact on talent scarcity and Ageism? Many things are driving it and you need to be aware of what is coming as it will affect every employer, some worse than others.
- 2. Why ‘The Fish Employers reject makes them the Best’**
In any large pool of candidates, there will be *some* talented and experienced people that fit what you’re looking for. When this pool suffers constant discrimination, even the best candidates can struggle to find a good job, or any job at all. This leaves many more talented candidates behind.
- 3. Stereotypes about the Mature: Pervasive Myths that fuel the fires of Ageism**
There are 4 Myths - extensive research in many countries proves all 4 are rubbish. We’ll discuss all 4 and how you can counter them.
- 4. Do you know who your best and most productive people are?**
Employers can identify them as they work together every day. However, beyond identifying your best are some much deeper questions...

Why *are* they your best? Why *are* they so productive and easy to work with? What are the subconscious drivers that make them great? How can you discover these drivers? How can you make them even more productive? (*Denis Preston to present this segment*).

Q and A: Toby Marshall and Denis Preston

We’ll allow 20 minutes for questions, with the first 5 minutes for you to prepare your questions in breakout groups.

Your questions before the Webinar (Please send answers to tobym@stableandwise.com)

1. Have you personally ever suffered from Employment Ageism? Yes/No/Not sure
2. Which areas in your Council suffer from the growing talent scarcity (if any)?
3. Are there one or more Departments that suffer from high staff turnover? From low morale?

Gift for whoever provides the best answers and asks the best questions...

We’ll Benchmark the Subconscious strengths of up to 4 of your best people, and then undertake a comprehensive debrief with you and them.

Toby Marshall

Toby is best known as the fighter against the scourge of Ageism, and the researcher who finally found the solutions to this Systemic problem. He is also known as a recruiter and careers advisor and has published 4 books on them.

He always thinks ‘outside the box’ - and the biggest box, with the thickest walls? The one that millions of Australians suffer from...

Unemployment | Under-employment | Forced early retirement
‘Bad’ employment (Engineers driving Ubers!)