



The Encore Talent Pool: A Workforce for Your Nonprofit to Tap

Presented by Diane Piktialis, consultant to Civic Ventures, at the *2009 Nonprofit Human Resources Conference*

Monday, October 5, from 3 – 4:30 p.m.

Focus:

Participate in this interactive workshop to explore how encore talent – individuals transitioning after midlife into encore careers combining personal meaning, social impact, and continued income – can be an effective resource for nonprofits.

Format:

Hear from a nonprofit employer who has hired encore workers and someone who has switched to the nonprofit sector for an encore career. Bring your questions and experiences on tapping this talent pool for a lively, interactive session. The panelists are:

- Mary Bleiberg, Executive Director, ReServe Elder Services, Inc.
- Michael Watson, Senior Vice President, Human Resources, Girl Scouts of the USA.

Some topics for discussion:

- What are the myths and realities about encore workers?
- What human resource challenges exist when tapping into encore talent, and how can you overcome them?
- What have been successes and learning opportunities of those who have utilized encore talent?
- How can you shape your organization's human resource practices to capture the experience of encore talent?
- What roles can you see encore workers filling in your organization?