## Ageless Talent

Enhancing the Performance and Well-Being of Your Age-Diverse Workforce

USA M. FINKELSTEIN, DONALD M. TRUXILLO, FRANCO FRACCAROLI, AND RUTH KANFER



## Contents

	Preface	xi
1	Work Is Evolving, and So Are Workers: Let's Prepare for That	1
2	The PIERA Approach and How to Use It	13
3	Motivation and Engagement Across the Working Lifetime	26
4	Training and Learning as Workers Evolve in a Technology-Driven World	52
5	Adjusting to Changes in Workers' Physical and Other Abilities over Time	72
6	Effective Teamwork and Relationships in Diverse Teams as Workers Evolve	91
7	Enhancing Work-Nonwork Balance and Well-Being of Evolving Workers	110

## **x** Contents

8	Managing and Supporting Employee Talent for Success and Satisfaction Across the Lifespan	129
9	Keeping up the Good Work: Self-Managed Coaching with PIERA	159
	Index	172