

Thriving in Retirement - Life beyond Work



Life Beyond Work – Thriving In Retirement

Retirement

The act of leaving your job and stopping working, usually because you are old. (Cambridge Dictionary definition.)

Sounds so negative, doesn't it? Like you're giving up. You **are** giving up your paid job, possibly after many years. However, this is a new chapter, full of potential. Instead of someone else deciding what you should do with your working time, when you 'retire' it's all "free" time. It's easy to get excited about this freedom from the world of work– yet we know that after 30, 40 or more years of working routines this major life change is going to take some getting used to.

Why this workshop, why now?

At WME our teams, coaches and associates have noticed an increase in conversations about life beyond work. Perhaps the pandemic has brought into sharper focus what the point of it all is – with a YOLO (You Only Live Once) attitude. More people are wanting to make that transition to part or full retirement, not so surprising given the ageing structures of our workforce. That's why we have explored the idea of a workshop to help your employees (maybe even you) with these big life decisions.

It's not just about the money. Retirement is a major life change.

Most pre-retirement workshops focus solely on the financials – yes that is essential thinking. This session assumes you've already got your figures and done the calculations. Deciding when you retire isn't just about making sure the **MONEY** is there, it's about how you will find new **MEANING** in your life post leaving work.

So that's the focus of our workshop, finding and keeping your mojo and motivation in the latter years of your working life **AND** helping you plan for your retirement so you can really think through this major life change for you.

Retirement is one of those major life transitions and the research shows that people who think through the issues and implications of life beyond their day job thrive better.

Filling time can be scary

Work is such a big part of our lives it can be hard to leave it behind even if it's stressful and exhausting, even if you no longer enjoy your job. It feels secure, safe, someone else is setting your priorities. All that disappears - what you do is all down to you. Once the honeymoon period has passed and the joy of not setting an alarm clock disappears, people can feel lost and depressed without it, without that structure, that teamwork, that commute, that visit to the café, that regular zoom call. All gone.

Making a new contribution – we are so well placed to serve

The people coming on this course will have one thing in common; they've given significant years of service to their community, to their residents, to their organisation's and that doesn't need to stop!

Retirement is about deciding how you most want to spend your time. Becoming a Samaritan, a coach or mentor to pass on your wisdom, other paid work, setting up a business, becoming a foster parent, travelling, looking after grandkids, helping run a soup kitchen or running a marathon ...one thing is sure; finding a new purpose – the thing that gets you up in the morning is the biggest single challenge of retirement. Studies show that you will live longer and healthier if you have a strong sense of purpose.





The Benefits:

For delegates:

- Motivation **NOW** - as you look back over your career and what more you want to do – and your legacy.
- How to best prepare for your **FUTURE** into retirement.

For employers:

- Demonstrable commitment to the wellbeing support for your people.
- Ensuring your people are committed, engaged, and focused so they stay motivated pre-leaving and succeed into retirement.
- Our employees in Local Government have something unique - public sector values. If we can encourage and provide them with opportunities so they can continue 'giving' to their communities – it's a win-win for all!

Duration:

Half day.

Delivery Approach:

An on-line workshop using the Zoom platform or in-person at your location.

Audience:

Everyone who has started pre-planning for retirement.

Delegates:

Up to 16 delegates per session.

Our Associate

We've teamed up with Fiona Narburgh, one of our Regional Associates, who herself after a successful career of over 30 years in local government is thriving in retirement, and now supports others in the transition to life beyond work.



Investment Required

WME Member:
£775 + VAT

Non-Member:
£930 + VAT

We are hoping to run up to 4 open sessions throughout the year, dates to follow and will be priced at £99 + VAT per delegate for WME Members and £119 + VAT per delegate for Non-WME Member

For more information or to book a workshop please contact info@wmemployers.org.uk

Workshop outline

Aim:

For Delegates:

This course will help prepare positively for a very different lifestyle in retirement and to make the most of newfound 'gift' of time. There's evidence to show that making plans about the future means we are more likely to thrive in our later years. It will allow participants to think through the emotional, practical, and psychological issues of retirement constructively.

Maybe there are still a few years to go till retirement this workshop will also help participants to keep their mojo, enjoyment and motivation and help to consider their lasting legacy.

For the organisation:

This workshop can form part of your performance and wellbeing offer to your employees in the years approaching retirement. They've given their time, skills, and experience for many years; you want to make sure they thrive beyond the workplace.

But actually, it's more than that. How many times do we see people counting down the days, weeks or even years - before they go? That's not great for them; it's certainly not doing the business or their colleagues any favours.

This workshop will help renew their enthusiasm and engagement at work – a bold objective indeed. How? By helping people engage in the here and now of the workplace and appreciate just what it is that they get from work, whether that's teamwork, a sense of community, making a difference or something else entirely.

Outline:

The workshop content will include:

- **Before you go** – what you get from work and what are you proud of/ your legacy
- **Thinking it through** – the top ten issues to think through of RETIREMENT
- **What sort of retiree will you be** – the six types
- **Your plan** – practical actions for now and for the future
- **Great reading and support** – for your journey ahead

Outcomes

The workshop will enable participants both to take stock of their achievements so far and then focus on their priorities ahead of leaving, recording these for later discussion and refinement with their manager. This may include some new 'making a lasting impact' actions for discussion.

The workshop will also make sure your experienced people don't leave without passing on their wisdom, transferring that invaluable knowledge to their colleagues. That's about helping with your succession planning. It's good for business to get the best out of your people and particularly true as they exit.

