

## Planning for your future workshops

Information and support for employers

*98% of 1,500 attendees surveyed said they would recommend this workshop to colleagues*

# How could helping employees nearing retirement to plan their future also help your organisation?

People are living and working longer and when dealing with an ageing workforce it's even more important for you to help employees plan for the future. Our one-day Planning for Your Future workshops are designed for your employees who are planning to leave permanent full-time employment in the next 5 years.

The workshops enable organisations such as yours to recognise and support employees as they move towards a major life transition. After attending this workshop, your employees will feel more comfortable to discuss openly their future plans with you, which can make all the difference to resourcing and succession planning.

- **Helping your employees firm up their plans for later life can help you firm up your resourcing and succession plans**
- **You will gain goodwill and motivation when you show that you support your employees in thinking about their futures**
- **This workshop will both SUPPORT your employees, and RECOGNISE them for their service and contributions**
- **You will create an open culture between your organisation and retiring staff giving all involved the confidence to have honest and open discussions**

## Why learn with Age Scotland?

*"Promoting effective inter-generational working brings together different perspectives and leads to greater productivity, effective talent management, innovation and problem solving"*

Institute for Employment Studies (2017)

Age Scotland are experts in the whole spectrum of age related issues and are uniquely positioned to provide you with practical, informed and legislatively current training

- **Enable managers to respond effectively to resource planning and succession issues experienced in your workplace**
- **Enable delegates to formulate a clear personal action plan of next steps including how to approach discussions with their line managers**
- **Open workshops allow individuals within your organisation to learn from the perspectives and experiences of people in other organisations, while in-house workshops can be tailored to ensure the content suits your specific organisational needs**

# Planning for your future workshops

Our one-day workshops consist of 4 distinct sessions designed to enable each delegate to think constructively about their own future plans through a mix of personal reflection and small group discussion.

## Money Matters & Tax

- **Making the most of your money**
- **Money matters planning**
- **Understanding pensions and your options**
- **Savings & Investments**

## Health and Wellbeing

- **Managing yourself through the transition.**
- **Managing your health and wellbeing**
- **Keeping active – keeping connected**
- **Exercise – what is moderate exercise?**
- **Understanding the impact of sedentary behaviours**
- **Maintaining strength & balance**

## Legal Issues

- **Wills**
- **Living Wills**
- **Power of Attorney**
- **Care Costs**
- **Equity Release**
- **Legal Aid**

## Time and Activities in Retirement

- **Recognise the potential 'freedom' of retirement**
- **Identify the range of options available to you**
- **Provide signposts towards your choices**
- **The toolkit you may need to achieve your ideas**
- **Identify any hurdles or challenges you may face and how to overcome them**
- **Give you an outline planning tool**

Your employees can attend either an open course, where delegates from different organisations attend, or we can plan an in-house workshop specifically for your staff.

Delegates themselves have recommended they benefit from attending up to 5 years in advance of retirement.

Open Courses cost £190+VAT per delegate and can be booked online at <http://nowandnext.scot/workshops> Or, to discuss hosting your own in-house workshop contact

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September 2018