

# Retirement planning support

Helping your people plan and communicate their vision for life after work



  
**connor**

## Retirement is a big issue

If you're like most organisations, it's likely that the proportion of your workforce aged over 50 is growing. And studies have shown that they are keen for support when it comes to retirement.

But it's not that easy. There's a reluctance among employees to broach the subject with their employers. They often worry that if they start the conversation, they'll be replaced before they're ready to leave. Others worry that retirement will rob them of their identity. And some just don't like to think of themselves as 'old' and 'retired.'

A reluctance among your mature employees to discuss their retirement could hinder your succession planning efforts and make it harder for employees to transition away from full-time work in a positive and controlled manner. Alongside the impact that situation can have on others in your organisation, an uncontrolled exit can even impact on your pipeline if key contacts and relationships aren't handed over effectively.

Connor's retirement planning support helps employees reshape their view of retirement, and to feel comfortable about discussing their plans for life after work with you. For over 25 years, we've supported organisations like yours with career transition guidance that is practical, based on common sense, and focused on the needs of the individual.

From experience, people rarely want to opt out of the world of work entirely; so often part of our service is to help people secure another role that fits with how they are looking to reapportion their time. We're experts at helping you work in partnership with your older employees to create positive transitions away from full-time work. You'll be able to smooth the flow of talent through your organisation, protect networks and relationships crucial to your organisation, and help your older employees to move on to fulfilling, positive lives beyond your organisation.

**“** 64% of UK employees want their employer to help them plan for retirement. **”**

Global retirement reality report, 2018

## Who benefits from retirement planning support?



### Those retiring imminently

Retirement planning support is ideal for those who are due to retire in six months or less. Working quickly but compassionately, we'll support these individuals to build a plan for their life after work, and communicate that back to the organisation. We'll also support them to think about how to communicate their transition to their own network, preserving their personal brand and ensuring important connections aren't lost.



### Those due to retire in 5-10 years

Organisations can reap considerable benefits by starting the conversation around life after work with employees long before they are due to retire. We support your employees to start thinking early about their vision for transitioning away from full time work, and what they can do now to ensure that vision becomes reality. This means that once they do reach retirement age, they'll be rolling out a plan they have already decided on and communicated with you. At the same time, you'll have much greater insight into how your workforce will be changing over the next 5-10 years, and can plan accordingly.

## What does retirement planning support look like?



### One-to-one retirement planning support

One-to-one support is the ideal for anyone in your organisation who is thinking about their life after work. Our expert career coaches will work shoulder to shoulder with them to provide support that's totally tailored to their needs.

With one-to-one support we pride ourselves on taking great care to match your employees with a coach who will get the best out of them (see more on this process below). Typically we deliver the support over six sessions – but if added flexibility is needed, we can accommodate that, too.

At Connor we believe that your people benefit most from personal, face-to-face interactions. With that in mind, we can deliver retirement planning support in a group or an individual setting – whichever is more appropriate for your people.



### Retirement planning workshops

Delivered for groups of up to 10 people, workshops are a cost-effective way for you to support large numbers of employees without losing the human touch. By working as a group, your employees can support and coach each other, creating a powerful basis for positive action.

We carefully select a coach to facilitate the workshop who has relevant experience that makes them a good fit for your organisation. Workshop attendees are also entitled to one-to-one follow-up support from a career coach, helping them build on the content covered in the workshop.



“

Two-fifths of over-65s have made a career change since their 50s in order to ‘wind down’ an aspect of their working life.”

**Aviva’s Real Retirement Report**

## The six steps of retirement planning support

Regardless of how it's delivered, our content covers the same key topics that cover the psychological, emotional and practical elements of retirement:



### Step 1 – what does life after work mean to me?

We encourage your people to decide what their next stage of life means to them, and where they are on the path towards their personal vision of the future.

Employees will spend some time thinking about their values and motivations, what they feel work gives to them, and how they can still fulfil these needs in a post-work environment.



### Step 2 – what are my options for life after work?

The world of work has changed significantly over the last 10 years and continues to evolve – people are living and working for longer, and ‘traditional’ retirement is no longer something that appeals to a lot of people.

Our coach will work with employees to identify what this could look like for them. From reducing their hours or responsibilities at work, moving towards a portfolio of part-time, flexible roles, to balancing retirement and a hobby to keep them active and stimulated, we look at all the options with them.



### Step 3 – thinking ahead to a positive transition

Any change in life can be daunting without the right preparation and support, and transitioning away from working life or a career spanning decades is no exception. Our coach will help employees to mentally prepare for this change in role and identity, and share some practical tools and frameworks to help them adapt during this time of change.



### Step 4 - what resources do you have, and what do you need?

Our consultants' impartial views can help employees to decide how to reapportion their time to balance what they have and what they need – including time, money, work, health and social support. They might want to work on a CV for part-time or portfolio work. Our coach can help them with this and other practical steps to get everything in place.



### Step 5 – communicating your vision to those around you

One of the most difficult parts of planning for life after work for employees can be how they effectively communicate their goals and vision to those around them – whether that's their employer, colleagues or employees, clients they may have worked with for years, or even their spouse and other family and friends.



As well as helping them prepare for and practice these conversations, our coach can help employees identify the right people within your organisation to speak to about employment-related questions they might have, and practice doing these effectively.

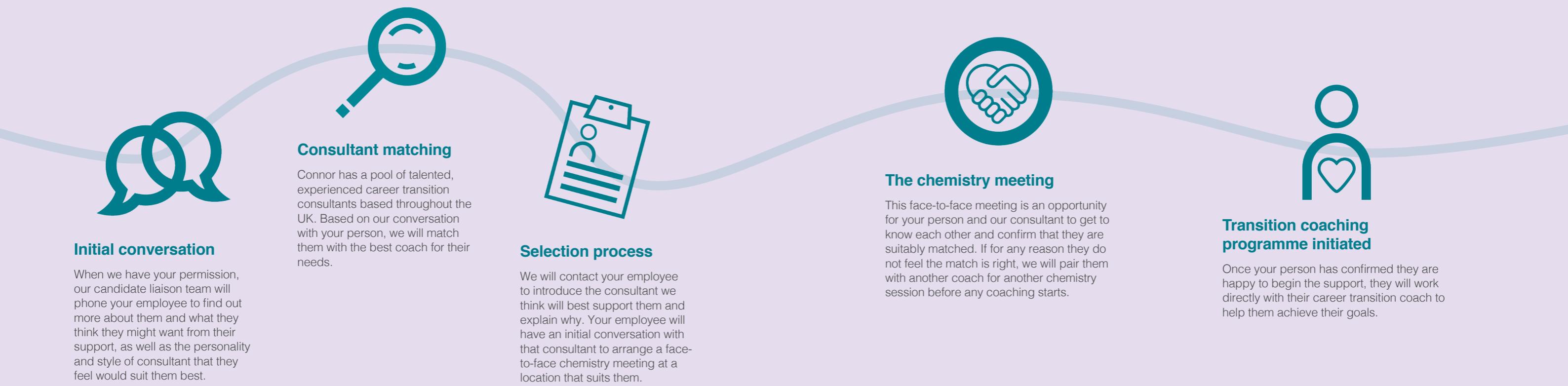
### Step 6 – bringing it all together – your action plan

We assist your employees to prepare a plan, both for taking their steps towards this transition and for what the first weeks of their new life might look like, bringing together everything they have discussed so far.

We then continue to support your employees for the first 90 days of their post-work life, to ensure that the transition is smooth and remains a positive experience.

## How we match your people with the right consultant

The relationship between an individual and the consultant they work with is what makes the difference between good support and great support. That's why at Connor we take incredible care to create the perfect partnership between your people and their consultant. Here's how we do it:



## Your Connor retirement planning support is...



Delivered at a location convenient to your people



How they want it: face to face, as well as over email, Skype and telephone



Flexible



Designed around your people



Delivered via a dedicated career consultant



Friendly, supportive and straight talking

## Why work with Connor?

At Connor, we understand that it's people who make the world go round. We know the value people can bring to an organisation if they are happy and fulfilled – and we know how damaging it can be for organisations when people are under-developed, unhappy and unfulfilled. So whenever you work with us, you can be absolutely confident that we'll put your people front and centre.

We take the same approach with our own people – meaning that working with us puts you in contact with some of the best and brightest minds in the world of career transition. And because we've spent more than 25 years working with organisations ranging from start-ups to multi-national giants, you can rest assured that we understand the environment you're working in.

**Ready to discuss next steps? We'd love to talk:**

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# About Connor

Connor are the people and change experts. We are passionate, pragmatic, flexible and agile. We love working with organisations to improve their performance through their people across the full employee lifecycle:



**Outplacement** - We are one of the most experienced providers of outplacement support in the UK and internationally. Our acclaimed, highly personal service provides as-long-as-it-takes support for employees to find their next opportunity, whatever it may be, and is always tailored to your budget.



**Career transition** - Connor's career transition services help organisations support individuals through transitional periods in their working lives. From career coaching to returner programmes to retirement planning, we give individuals and organisations the tailored support that helps them make the most of the changing world of work.



**People development** - Connor has over 25 years of expertise in the development of leaders, individuals and teams. We work with HR, talent and executive communities to drive sustained and positive change across their people and organisations through specialist training and innovative solutions that deliver measurable ROI.



**Organisational change** - Connor can partner with you over your entire change journey to plan, lead and embed change with your teams. Our expertise spans: mergers & acquisitions, relocation, employee transfers (TUPE), restructures, redundancy, and complex contract changes, as well as delivering change within a HR function.



**HR services** - Our flexible HR services span the full spectrum, from conflict resolution, to HR audits, to full HR outsourcing and HR recruitment. Our hand-picked teams of HR experts enable you to focus on strategically important work, knowing that the day-to-day is taken care of.

Our core values drive everything we do and make 'The Connor Difference':

- 'Human focus'
- We love to do the doing
- Outcomes focused
- Flexible
- Transparent
- Agile methodology
- Maximum value for money

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