

## LifeShift Design

### as part of Workforce Planning and

### Employee Health and Wellness Program

*- making it work for you.*

It's 'crunch time' and now more than ever, **employee wellbeing** and **retention of valuable staff** are **critical priorities** in strategic planning as our workforce is ageing.

Sure the key for organisations in this changing labour market and growing skills shortage is to focus on attracting and retraining valued mature workers beyond early retirement age. But its more than that! In this climate - its also about them being engaged and invested in what they do.

The real solution for organisations lies in understanding the intentions of the individual. Employees often need assistance to clarify, assess and plan their next life stage. They require inspired information, expanded possibilities and new options.. This is an important decision making time in their lives and it needs to be managed with sensitivity, confidentiality and respect. Its important to get it right.

Once employees have a clear direction in regard to their future work + life possibility the organisation can then collate information on employee intentions and develop a suite of targeted policies to attract and retain those workers to ensure employees are engaged and invested.

The program comes in under two frames:

1. An employee health and wellness purpose
2. As part of Workforce Planning

Our process has **high value proposition** for the **individual** and for the **organisation**.

1. **Individual** - employee value proposition
  - options, directions and clarity about their future
  - opportunity to create a life/work/career plan
  - individual planning coaching sessions to draw up a road map for results

## 2. **Organisation** - cultural development for business excellence

- accurate feedback about individual retirement intentions to formulate sound retention policies.
- provide insight and plans to develop a sustainable positive and workforce culture.
- ROI - financial saving through improved wellbeing, clarity and direction, retention of skills, knowledge and valuable experience.

**SIX STAGE PROGRAM** - Suggested participant age group: 45 and plus years of age or at the life stage where their future direction planning is important to them.

- Stage 1: **Information session** - for positioning
- Stage 2: Completion of **on-line assessment**. Very easy and simple to use with the individual's 25 page personal profile sent via email within minutes.
- Stage 3: **Seminar**; "Your future, your direction."
- Stage 4: Individual **interpretive session** of their profile.
- Stage 5: Two individual **career/transition planning coaching** sessions.
- Stage 6: **Consulting feedback** for work force planning or health and wellbeing planning.

What some of our participants have to say about our programme:

*"The program opened my eyes about my plans for retirement and what is possible. I realised that I didn't really know what I was going to do and it has made me start thinking. I now realise that there is a lot more to retirement than just finishing up work. It has also helped me clarify my goals".*

*"The program has made me more aware and clarified so much about what I want to do for the rest of my life. I've had plans but they were all sitting in the background. Now they are in the open. Things are a lot clearer. I've had a revelation. It has made me think about how I want to do retirement. It has confirmed that I was on the right track about my impending retirement plans. As a program it was fantastic and helpful. It should very definitely be incorporated as an ongoing part of the Employee Well Being Program. It was informative and enlightening."*

*"The program has clarified for me that retirement is not the day I stop work. It's a whole process of transition. I wouldn't have thought of writing a plan but I now see how valuable it is to plan if I am to have a happy, rewarding and fulfilling retirement. The planning sessions particularly have been really good for me. They have enabled me to plan, develop thoughts and set goals and actions – altogether a powerful process and very practical. I can now see a much more positive future for myself and partner than I did before. The seminar showed me that retirement issues I have are shared by others and that I am not alone in my concerns. "*

Integrated Learning and Development works in collaboration with LifeWorks Coaching to present this unique program.