

Pre-Retirement workshop

*Navigating the transition to
retirement*



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**PROFICIO COACHING
AND CONSULTING LTD**

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PRE-RETIREMENT WORKSHOPS

Designed to be delivered to those 2-5 years pre-retirement, these workshops walk through the transition to retirement as a process. Using models to structure the content, this workshop uses evidence-based tools and techniques to provide attendees with insight into what they might experience and how they might navigate through it towards a comprehensive fulfilling next chapter.

These pre-retirement workshops are developed for employees who are still working and considering their retirement. The content focuses on “what is next for you” so is as relevant for those mid-way through their careers as those at the later stages. Designed as a facilitated discussion, the course contains lots of group and individual exercises to prompt thinking about this important life transition. The course can be adapted so that it meets the specific needs of your cohort. The course content covers retirement models, transition strategies, taking stock, exiting well, letting go, self-discovery including skills, strengths, motivators, exploration of values/ beliefs etc, impact of retirement on

your identity, your support network, plus a review of housing, financial well-being and health considerations. . The intent of the workshop is to enable individuals to approach retirement with greater insight, clarity, confidence, and wellbeing. The self-discovery exercises ultimately guide users to identify how they might create a fulfilling next chapter.

The retirement programme can be either in person or online and can be delivered as a one or 2 day course, split into 2 sessions one pre and one post-retirement or delivered via a set of 12 hour long sessions.

MEET TESSA...

... a retirement transition coach who helps individuals navigate the personal and psychological shift from work to life beyond their careers. With a BSc in Psychology, an MSc in Coaching and Mentoring and conversations with over 1700 retirees, she combines psychological insight with practical coaching experience. Inspired by witnessing her father’s experience of retirement, Tessa now runs her own business with fellow qualified associates that focusses solely on this important and complex transition

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The retirement workshops are split into 6 core modules. The first 2 sessions open up different ways of examining retirement and build important psychological safety. Then the Bridges model is used to walk through the transition steps and deepen self-awareness. Personal context is considered before participants are able to articulate what will bring meaning and purpose in later life.



CONTEXT AND PERSPECTIVE

This module sets the scene for participants looking at retirement from multiple perspectives. What sits behind their own lens is examined with reference to cultural, societal, familial or personal influences. This section helps participants understand the broader landscape in which their own transition sits.



UNDERSTANDING TRANSITION

This module examines the 4 common psychological maps experienced. And focusses on two conceptual frameworks that underpin the course:-1. the Bridges model and the 3 phases of endings, neutral zone and new beginnings. 2. The Schlossberg resource model of 4 S's.



ENDINGS & NEUTRAL ZONE

A deep dive into the emotional and practical realities of leaving work and understanding what a good exit might look like for you. Examination of "the dip" and it's resonance with grief models. This module normalises the turbulence of transition equipping participants with tools to navigate it.



SELF-REVIEW & IDENTITY EXPLORATION

A comprehensive exploration of the inner landscape covering values, motivators, strengths and passions that feed into a personal Ikigai for retirement. This module helps participants build a grounded sense of self beyond their career.



LIFE ADMIN – SITUATION & PRACTICALITIES

The practical elements of retirement looking at physical and mental health needs now and in the future, housing and location plus financial well-being considerations and legal essentials. This module ensures participants understand the structural elements that shape their retirement reality.



NEW BEGINNINGS

This module is the forward-looking energising close to the programme where ideas on fulfilling ways to spend time are generated. Having evaluated options and injected balance, phases are identified and a retirement plan begins construction. Resilience toolkits and tools to maintain a positive mind-set equips participants to move confidently towards their next chapter.





WORKSHOP TESTIMONIALS

"I found it all really helpful.. Very good balance of led, individual and group activities/ conversations. I don't feel quite so uncertain about the future as I did before. This has been a good balance of hard thought and laughter. I am very glad that I came."

"Very well structured. Gently delivered, took us through a journey. Good mix of structured practical issues vs emotional matters. Good at mixing the attendees so we listened to different views and the wisdom of the room"

"Time to consider what life could be like in retirement. Helping me understand "me". The course was very well put together and helped me to engage reflectively and creatively with the transition process. The content has clearly been honed and tested and I felt it happily address all the key issues."

"Well planned and presented. Covered lots of areas that I hadn't given thought to. Really useful workbook which will give ideas for continuing conversations. Hearing others share ideas, experiences and advice has been so valuable."

