

THE NEW BEGINNINGS PROJECT

The American Association of Retired Persons conducts an annual survey of Baby Boomers. The findings:

Less than 4 of 10 boomers are satisfied with their work life today.



1.

In many organizations today, half the workforce is eligible for retirement. This group is the highest paid with the most experience. They are also at the top of their career ladders and often unclear about when they will retire. Some of them are open to change; some of them are not. How do you keep this important element of your organization motivated? How do you help them move forward? The New Beginnings Project offers 3 programs to address these critical issues.

Helping Individuals Gain Clarity

Retirement training today centers on financial planning. Expand this reality by offering programs that help individuals plan the other parts of life—including how to refocus their work life to ensure maximum fulfillment.

Tools:

Wilson-Smith Life Profile

Web-based assessment instrument allowing individuals to focus on their future from a holistic perspective. Includes a feedback report and 12-year planning template.

My Future, My Choices

A workshop for individuals over 40 focusing on strategic life planning issues including the development of a 12-year plan.

Three Years or Less

A workshop specifically tailored to the needs of those who are looking at retiring or transitioning within three years. Completion of *My Future, My Choices* is a recommended prerequisite.

Individual Coaching

Certified professional coaches provide one-on-one planning guidance and support.

2.

Helping Supervisors Motivate

A maturing workforce can create challenges, particularly for younger supervisors.

Tools:

Energizing Baby-Boomers

A workshop that helps supervisors understand tools and techniques required to lead a maturing workforce.

Individual Coaching

Certified professional coaches help to develop leadership potential.

3.

Helping Organizations Respond

Retirement programs today focus primarily on the financial front. Fill this gap by offering experiences that help the individual plan the other parts of life—including how to refocus their work life to ensure maximum fulfillment.

Tools:

Changing Times, Changing Workforce

Consulting with organizations to help them create new approaches to managing the interests of a maturing work and ensuring sustainable productivity and performance.

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