

WHAT PEOPLE SAY ABOUT THE PROGRAMME

"An excellent programme"

"An enjoyable, supportive programme"

"The programme gave me considerable food for thought"

"Fresh Steps has given me the courage to do something about my job prospects"

"A new and innovative approach to the taboo subject of 'getting older'"

"This programme has helped to improve my self-esteem"

"Very helpful, both for work and perhaps more importantly, my work/life balance"

"The programme allowed me time to assess where my efforts should be placed with work."

ARE YOU MAKING THE MOST OF YOUR OLDER STAFF?

Fresh Steps is for people from all walks of life and different levels in organisations.

What participants say:

- ✓ A new and innovative approach to the taboo subject of getting older.
- ✓ Enabled and encouraged me to determine what I want from my future and focus on the skills I already possess to help me achieve it.
- ✓ It has given us an opportunity to be more positive about ourselves.
- ✓ Very helpful for work and work-life balance.
- ✓ Fresh Steps has given me the courage to do something about my job prospects.

Find out more at our **FREE** tasters:
16th January 10-12am
Or
23rd February 2-4pm

NWEO MANCHESTER

Course dates
26/27th March and 1st May

To book your place now call
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Fresh Steps®

FREE TASTERS

16th JANUARY
23rd FEBRUARY

NWEO
Manchester

"An enjoyable, supportive programme for baby boomers, with far-reaching, thought provoking exercises"

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WHAT IS



Fresh Steps is a brand new work and personal development programme specifically researched, designed and developed for older workers.

- ✓ Are you getting the most from your older workers?
- ✓ Do you feel that they could achieve or contribute more?
- ✓ Are they lacking in motivation?
- ✓ Perhaps they feel invisible or undervalued?

WHY NOW?

There are diminishing numbers of younger workers to fill vacancies, creating a greater need for older staff to take on new challenges.

Older workers are more loyal, take less sick leave and you can benefit from their wealth of experience.

Many pension schemes will deliver less benefit than anticipated so baby boomers will need to remain in the workplace for longer. They may find their jobs boring and be marking time until they can escape.

Greater respect for the experience, commitment and loyalty of older workers is creating a market demand for those with a positive attitude to their future.

WHAT ARE THE BENEFITS?

Attending the **Fresh Steps** programme will inject energy & motivation into this often overlooked section of the workforce. You can:-

- ✓ Create a culture for positive and constructive change
- ✓ Realise the asset value of their experience
- ✓ Demonstrate your commitment to succession planning at all levels
- ✓ Tap into this vast pool of wisdom and experience
- ✓ Actively develop the potential of this sizeable group
- ✓ Build on this stable and reliable group of people

WHAT'S INVOLVED?

Fresh Steps offers a challenging and supportive environment where colleagues of a similar age share in personal growth and development.

Fresh Steps includes things like: -

- ✓ **Discovering successful change strategies**
- ✓ **Acknowledging and rewarding life's successes**
- ✓ **Positive health and finance management**
- ✓ **Clearing the baggage that holds people back**
- ✓ **Working out what's important now**
- ✓ **Designing exciting new futures**

HOW DOES IT WORK?

WORKSHOPS

The format of the programme is a two-day workshop followed by a one-day workshop with essential information gathering projects in between the workshops.

- ✓ **Get effective support, honest feedback and wholehearted encouragement**
- ✓ **Share experiences**
- ✓ **Build wider support networks**
- ✓ **Learn from each other**
- ✓ **Contribute ideas and insight**
- ✓ **Build confidence and self esteem**

ROLE MODELS

During the workshops case studies are used to highlight others who have achieved success in later life and examine how they did it.

PROJECTS

In between the workshops there is time to research areas where more information is required. This is based on personal choice.

Projects could be as diverse as

- ✓ finding out about becoming a mentor
- ✓ reviewing retirement finance
- ✓ developing a progression strategy for work
- ✓ investigating downsizing or business ideas
- ✓ looking at flexible work options
- ✓ exploring new career pathways
- ✓ further study/training, voluntary work
- ✓ secondment options
- ✓ researching health issues