



## Active Life Planning (ALP)

*Reaching New Pinnacles • Redefining Post Corporate Life*

Many baby boomers are contemplating how their identities and lives will change as they transition out of their corporate careers and into a new phase of life. These transitions are equally significant to your organization as the mantle of leadership and critical responsibilities are passed to the next generation.

Recognizing the specific needs of “the boomer generation” as they exit corporate life, we have designed a customized service offering called *Active Life Planning (ALP)*, combining our proven methodologies with expert resources.

The benefits our ALP services can provide for your organization include: reducing labor costs, enhancing retention efforts, improving workforce planning, retaining intellectual capital and expanding your talent pool. ALP prepares your employees to take ownership of their lives during this important transition, and helps them reach new heights of personal satisfaction and purpose.

### Enrich your Employees' Lives

Let us guide your employees to climb to new levels of personal fulfillment as they begin this important life transition. People who have participated in this service have started businesses, initiated consulting practices and changed careers while adding flexibility to their lives to devote to family, explore creative passions, give back to society and pursue their dreams. Options have included part-time consulting roles at their prior companies when the need existed. Participating in this program empowers people to define their aspirations and take control of their careers and lives.

### Improve your Bottom Line and Performance

Managing the timing of the boomers' exit from corporate roles will help you control your labor costs and free up opportunities for other employees. By selectively offering part-time consulting work to these retirees, you can retain intellectual capital and gain flexibility. This pool of retirees can offer you new elasticity in your staffing options through part-time or project assignments. All employees will be more motivated since additional opportunities will become available for everyone.

Improved execution of succession planning initiatives establishes talent continuity and enables you to retain the next generation of high performers. Voluntary Early Retirement Programs can become more effective as ALP addresses critical issues that affect people's decisions. As workforce planning and employees' life planning become more predictable, productivity rises.



### Choose What Fits Your Needs

Our services fit both current and exiting employees, including those considering an early retirement package. The services can be delivered on an individual or group basis. Active Life Planning can be offered as a company benefit, training course or career transition service. We can provide these services at your location or ours.



## Take a look at the robust features of our Active Life Planning services

### Development of an Active Life Plan

People are able to reach new beginnings in their lives when they can plan what they want and know how to get there. We guide them through a structured process to consider all relevant factors and determine their priorities and choices. Areas of focus include wellness, financial awareness, family priorities, personal development, legacy building, community involvement, creative pursuits, work satisfaction and entrepreneurial dreams. The plans often involve a portfolio of pursuits consisting of achieving purpose, exploring interests and multiple income streams. We help people realize the opportunity to reach new pinnacles in their lives.

### Personalized Coaching

Our team consists of accomplished and seasoned consultants who are certified to coach mature workers, and are experienced in guiding clients through these types of transitions. Each client is assigned a primary consultant who meets with him/her throughout his/her services and engages our other expert resources, as needed. Consultations are confidential to enable each client to be candid.

### Assessment Tools

Since clients are entering a new phase of their lives, assessment is critical to enable each client to recognize his/her most suitable options. We have a large number of assessment instruments and exercises at our disposal. The consultant and client selectively use these tools based on each client's focus. A primary tool exclusive to our group is New Horizon's Life Options, which was created by a leading national authority in this field, and has been specifically used to help people plan this transition.

### Spousal/Partner Support

The plans that individuals are making are often based on their families' priorities. Our program incorporates 360° feedback from spouses/partners and family members from the outset. We believe that a client has not committed to any plan until he/she has the agreement of relevant family members. We invite spouses/partners to join meetings and actively collaborate on any decision-making process.

### Business Launch Services

Increasingly, people strive to achieve new dreams by starting businesses at this stage of their lives. We guide clients through the idea generation, valuation and launch of a business through consultation, instructional seminars, targeted research and facilitated networking groups. Businesses are often in consulting, "niche" services, franchising and converting creative outlets into commercial endeavors.

### Job Search Services

As some people seek a new job as part of their plan, they can access all materials and seminars from our traditional Career Transition Programs. Topics covered include resume writing, marketing plan development, networking and interviewing. These topics are customized to fit each client's goals, which could include non-traditional pursuits such as board memberships or not-for-profit roles.

### Access to Research and Proprietary Online Portal

Clients will be able to use a proprietary online portal that was specifically designed for this program. We also provide access to research databases. Clients work with our experts to insure optimal use of our research tools.

### Networking Introductions

We are well-networked and provide targeted introductions to help clients' career pursuits. Our advisors continuously maintain and grow our network in the business community. We coach clients on leveraging and expanding their own networks.

### Work Environment

We are at your service. Clients have access to office space at more than 200 locations worldwide, and our care for our people, rivals a concierge experience. The office facilities, administrative support and location selection have been designed to establish optimal environments for people to conduct business.