



The Fresh Steps Development Programme

Tuesday & Wednesday 22nd & 23rd February 2011 & Wednesday 30th March 2011

What is it?

Fresh Steps is the energising new personal and work development programme for older workers developed by the award-winning Springboard Consultancy. Timely and topical.

In the western world, we find ourselves in the unprecedented situation of having an ageing population, an ageing workforce and less secure pension provision. All are conspiring to keep the 'baby boomer' generation in work far longer than they might have expected, resulting in many people needing to take a hard look at where they are in their lives and to give themselves the best choices for their next 10 or 15 years at work.

Researched inside 14 diverse UK organisations, Fresh Steps is a breath of fresh air, providing an invigorating perspective on being older at work, outlining simple steps to a fulfilling future and stimulating the support needed to get there. Employers and older workers alike are delighted with the extraordinary results from Fresh Steps.

Who is it for?

Anyone in work who regards themselves as being 'older' and who is open to reassessing their lives and setting new goals.

What does it consist of?

Delivered over 6 weeks, Fresh Steps consists of four simple, yet powerful, ingredients:

- a two-day workshop followed by a one-day workshop
- individually tailored project work over five weeks
- peer group support and networking
- a comprehensive and stylishly produced folder of course materials and CD

What does it cover?

Spring Forward is a grounded three month programme, consisting of four tried, tested and profoundly effective elements:

- successfully dealing with change
- your health issues
- the importance of exercise and relaxation
- your successes and learning to enjoy them
- what do you want from your work now?
- your relationships with other people
- mentoring and coaching younger colleagues
- eldercare

- what's important to you? (reassessing values)
- finance – what do you need to do about it?
- your changing relationship with Time
- the 'three boxes of life' and how to get out of them
- clearing out your 'attic'. Cherishing the special things and making space for new things to come into your life
- looking to the future
- gathering information to enable goals to be set – 5 week project work
- 'relaunching' yourself
- presenting your experience positively
- setting goals
- devising a practical action plan to turn your goals into reality
- hearing other people's perspectives on your issues. (In evaluations, this is the aspect most highly valued by participants.)
- making an impact in the way you present your ideas.

What results can I expect?

The results vary from person to person – everyone sets their own objectives for the programme. Some people concentrate on moving onwards in their careers, whilst others prefer to focus on their quality of life outside work. Most have their own unique blend of both personal and work objectives.

Commonly, participants walk away from Fresh Steps with a new spring in their step, open to new challenges and with a renewed sense of optimism and purpose.

Employers are delighted with participants' renewed enthusiasm and engagement in their work, coupled with a 'can do' attitude to life.

How do I know it works?

The overwhelmingly positive evaluations provide fantastic data:

- 97.5% say they have identified areas for further development
- 92.5% say they now have specific goals they want to achieve
- 84.5% say they now have renewed motivation and interest in their work

When can I start?

The next Fresh Steps Programme is being held on 22nd & 23rd Feb 2011 with the third day on 30th March 2011. For more information and to book your place please see booking form below.

FRESH STEPS – BOOKING FORM

Please book me a place on the Fresh Steps Programme being held Tuesday and Wednesday 22nd and 23rd February 2011 and Wednesday 30th March 2011 at:
SHARE, Kirkhaven Church, 120 Sydney Street, Glasgow G31 1JF The Programme fee is £504.00 (£420 plus £84.00 VAT @ 20%). 'This includes participation in both workshops, light refreshments on workshop days plus a copy of the Fresh Steps participant's pack. To book please return this form to: **Neish Training P.O. Box 26999, Glasgow G1 9DH Tel 0141 341 0469 Email info@neishtraining.com**

First Name _____ Surname _____

Organisation _____ Job title _____

Address _____

Postcode _____ Email address _____

Daytime tel no _____

Tick as applicable. Please invoice me Cheque enclosed

Workshop 1

**Tuesday 22nd
February 2011**

**Wednesday 23rd
February 2011**

Workshop 2

**Wednesday 30th
March 2011**