



Retirement Transition Plan (RTP) @



This booklet provides a high-level introduction to RTP, a 3-step award-winning multigenerational solution that tackles the challenge of an ageing workforce by focusing on the benefits of retention, flexible working, leadership coaching, knowledge transfer and people development.

Caring for your future self.

RTP Goal:

“To deliver a meaningful retirement transition plan for all colleagues to enable them to retire in a valued and supported manner, offering flexible working alternatives to extend their working life, while protecting the business, capturing knowledge, helping succession and shielding client experience.”



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Multigenerational People
Strategist @ RTP

Background



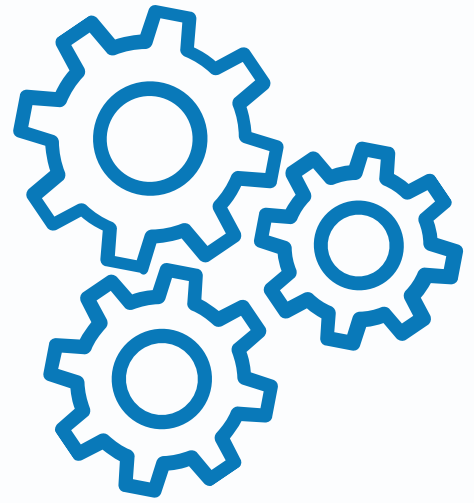
Age shouldn't be a barrier when it comes to retaining the very best talent. If you help colleagues on their retirement journey by showing they are supported and valued they are more likely to be engaged, make the right choices, and extend their working life.

The journey towards the Q3 stage of life (50-75 years of age) needs planning for. While financials is an important consideration just as important is structure, routine, self-worth, purpose, new social groups, stewardship, family, friends, relationships, mental wellbeing, health, personal goals, learning new skills and happiness. It's these elements that RTP captures.

To retain the best of the 50+ age group companies are encouraged to adapt the following:

- Leadership: to formulate an adaptable longevity strategy.
- Systems: embed operational balances for both talent managers and customer connections.
- Culture: up-skilling People Leaders to have the authentic softer skills needed to manage across generations.
- Training & Development: accessible and relevant to all age groups promoting continuous people investment.
- Flexible Working: gliding options, offering reduce days or job sharing.

Food for Thought...



Behind climate change the inversion of the demographic pyramid is the biggest transformation facing humans*.

We have an ageing demographic in the UK, people in the 55-64 age group are most likely to have carer responsibilities with 1 in 4 providing some level of care to family friends or loved ones.

RTP provides a framework that helps businesses evaluate, retain, and retrain the over 50's. The 3-step process and resources follow two years of extensive people research capturing feedback and thoughts of those entering and or are in the Q3 stage of life plus those who have retired altogether. It is shaped by personal journeys to help those coming behind make the right choices.

There is growing Political momentum on corporates to demonstrate their age inclusion credentials to exemplify their inclusive culture.

Getting older is the one subject matter we all have a vested interest in, employers need to prepare for the rebalancing of the workforce, this includes developing people across a wider generation.

RTP Colleague Research Findings:



The retirement journey had not been owned by anyone in the company.

There was very little guidance or training for People Leaders to support colleagues on their retirement journey.

People felt they could not discuss their retirement plans for fear of discrimination.

Those who had retired reported being disoriented due to loss of structure and purpose. They identified mental health concerns. There were mentions of being disenfranchised a feeling of grief as though no-one else understood what they are experiencing. The majority cited a lack of employer support as being part responsible for this. Many would have remained if flexible working had been an option.

What does RTP recognise from people in the 50+ age group:

- The worth of their personal and professional life experiences.
- The positive influence they can have.
- That their lives and stories hold significance.
- That they can be role models for the upcoming generation.
- That they hold huge amounts of knowledge and wisdom.
- That they have incredible transferable skills.
- That they are keen to continue learning.

How RTP Works



The RTP 3 Step framework of Scope > Discuss > Implement and resources are held securely on a company's SharePoint (or intranet equivalent) that can be accessed by all employees.

The program comes with prerequisite support that includes presentations to colleagues, coaching for People Leaders, evaluations to the board, working with HR and help setting up a fully resourced RTP SharePoint. The starting consideration when accessing RTP is "Whats best for me and my family"

Scope:

Intuitive colleague resources in one place and in a format that can be shared with the family to craft a personalised RTP for discussion with the People Leader.

Discuss:

Coaching for People Leaders to support colleagues through the RTP process helping finalise a strategy that works for the colleague and the business.

Implement:

A timeline that helps colleague transition, captures knowledge transfer, succession and handovers while shielding client experience.

The benefits of a Multigenerational workforce:

- Higher employee retention.
- Avoids knowledge silos.
- Future proofs the business.
- Cross trains employees.
- Helps employers develop a strong internal talent pipeline.
- Creates a more productive and fulfilling working environment.
- It combines unique strengths and ideas.



Contact Us:

RTP offers huge stakeholder benefits.
For a free in person demonstration of RTP and how it
could help your multigenerational people strategy
please contact Nigel Blair-Park, architect of RTP:

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