

# randstad risesmart creative retirement.



## transition solutions for today's mature workforce

Workforce demographics are changing as large numbers of workers are nearing the traditional retirement age and the next step on their career journeys. These individuals may go on to become your consultants, brand ambassadors and company references. Taking care of them now is an investment in their future – and yours.

The Randstad RiseSmart Creative Retirement Program is designed to engage mature workers and assist them with designing and planning a positive and productive late career and future retirement. Our unique approach to retirement planning opens the door for employers to engage with mature employees to discern their individual goals and plan for smoother transitions and knowledge retention.

## the risesmart creative retirement model

Led by a team of experts, participants discover their unique paths to creative retirement.

### step 1: discovery

- conduct an in-depth retirement self-assessment to understand retirement motivators and important considerations
- explore new options for creative retirement and determine unique retirement purpose
- understand key areas of physical, financial and relationship health

### step 2: planning

- develop a five-step strategic plan to make retirement choices a reality
- discover relevant resources for opportunities and networking to reach retirement goals
- receive professionally written and customized bios and marketing documents tailored to securing board positions, applying for volunteer opportunities or pursuing part-time work

### step 3: launch

- work with a coach to accomplish goals and remain accountable
- work through challenges that arise when entering this new phase of life
- realize the meaning and purpose of a personally designed creative retirement

## benefits of offering creative retirement

The RiseSmart Creative Retirement Program helps employers strategically address the challenges of talent gaps associated with a mature workforce. Offering creative retirement allows employers to:

- gain insights into future workforce gaps
- implement succession plans
- identify future consultants
- retain institutional and industry knowledge
- improve alumni sentiment
- develop brand ambassadors

## how it works

The RiseSmart Creative Retirement Program is the ideal starting point for your mature workforce transition strategy.

### transition coaching



- expert, dedicated, 1:1 support and motivation
- personalized coaching on topics unique to the retirement transition
- helpful guidance to understand what is important to a meaningful and purposeful retirement

### resume & marketing services



- professionally written resume and cover letter created by a certified professional resume writer focused on retirement goals
- linkedin bio (for certain levels of service) written by experts

### assessments & research



- comprehensive research on information relevant to retirement goals
- in-depth assessments that provide important insights into individual strengths and interests
- online reputation assessment and management to ensure a positive online presence that supports individual retirement goals

### tools & resources



- smartsession workshop, 'reimagining retirement: work, play and purpose for a new phase of life'
- membership in RiseSmart's mastermind group to facilitate conversations with peers for inspiration and support
- retirement-focused content and resources to help make the transition as seamless as possible

The RiseSmart Creative Retirement Program helps individuals discover purpose and meaning in the next phase of their life.

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