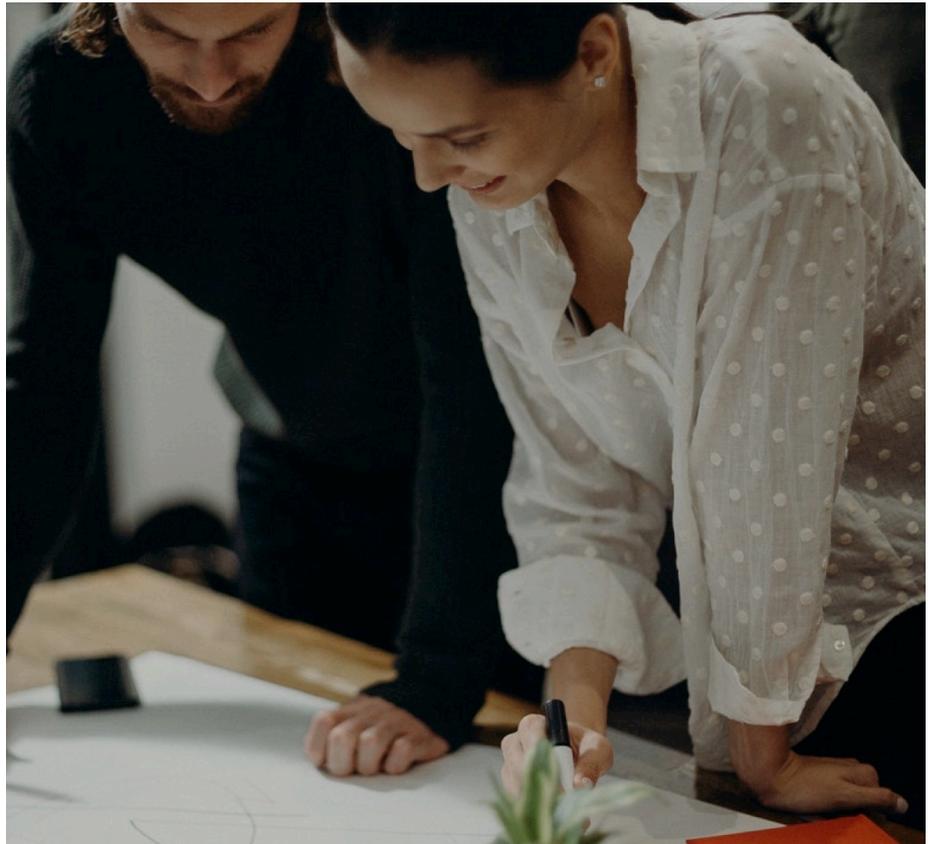
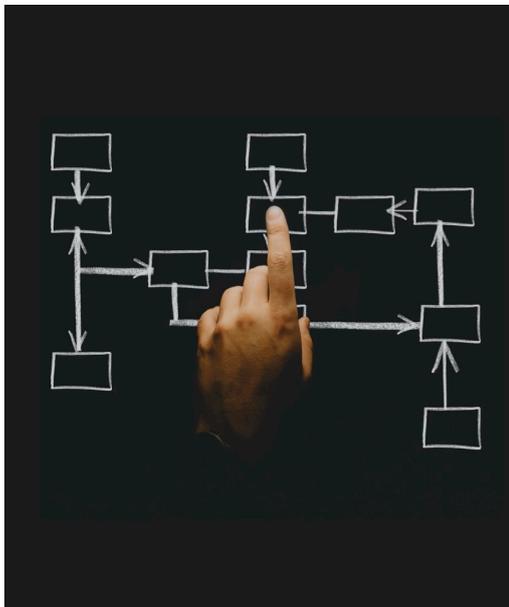


Design thinking program

(2 x 90 min workshops)



Design your Transition to Retirement Experience (TTRX)

Purpose: *this design thinking program helps DEI, People & Culture, L&D and Talent leaders begin creating a sustainable talent pipeline for an ageing workforce, plus support 55+ employees with programs to enable them to successfully transition into retirement.*



In 2050, in Asia-Pacific, one in four people will be over the age of 60.

That's 3 times the number of older persons living in the region in 2010. *



As our population rapidly ages, we're seeing new challenges & opportunities emerge in organisations.

1 - Added pressure in the for war on talent

It's already a tight labour market. As more baby boomers exit the workforce, this increases the pressure on talent. Smart talent leaders can reframe this challenge into an opportunity to source talent from a largely untapped pool (55+ workers).

2 - Loss of vital knowledge and resilience

Every time someone retires, 80,000 hours of experience walks out the door. Compare the value of a leader who's navigated the uncertainty of a GFC and a pandemic, to a new leader who's just stepping up. And if a retiree's specialist knowledge is not transferred to successors, your organisational capability will get depleted and suffer over time.

3 - Wasted budget spent on recruitment

A conservative estimate of the recruitment cost to replace a retired senior executive is \$19624 ***. And this excludes the time for interviewing, onboarding and up-skilling them. For every 51 retirees, it costs a

business \$1million to recruit replacements. When successors are sourced from within, these savings can be redirected to other parts of your HR strategy.

4 - Age discrimination risks (DEI focus)

Many 55+ employees experience some form of age discrimination in the later stage of their career. Organisations who allow age bias to go unchecked leave themselves exposed to unlawful termination lawsuits, fair work cases, as well as damage to their employer brand (e.g. IBM ageism class action).

The solution? Build an Age Friendly Culture.

Organisations who cultivate an age friendly culture, will be better placed to attract, retain and leverage the potential of their older workers. The good news, is that you have much of what you need in place already and it doesn't require a huge investment to get started. Join the conversation in our upcoming roundtable program with peers, facing similar issues.

*World Economic Forum. *** Elmo Software.

Sign up here www.retireonpurpose.co/ttrx1

**RETIRE ON
PURPOSE**



10-11.30am
March 2nd
(Singapore
time)

Workshop 1 - Empathy & Business Case

The two workshops happen in an interactive social learning space. They are hosted on zoom, so you can join from anywhere. Workshop 1 builds awareness about the final stages of the employee experience for older workers within your organisation. Before any design process commences, it's important to understand your 55+ employees. Underneath all the HRIS data, it's vital to empathise with people's experience as they transition towards their next life stage of retirement. The modules take you on a journey to understand how population shifts will impact your organisation and what risks this presents.

You then reflect on what data you'll need and how to build your business case to create change. And lastly, you map out an action plan (to complete before workshop 2), to interview and build empathy with your 55+ employees to learn more about their needs.

Workshop 1 modules

| | |
|---|--|
| 1 | Ageing workforce - understand the shifting population dynamics |
| 2 | Business risks - explore what an ageing workforce means for your business |
| 3 | Transition to Retirement Experience (TTRX) - what is it, and why it matters to create one |
| 4 | 55+ data insights - using your HRIS technology and data to tell a story |
| 5 | Empathy - design your questionnaire for your 55+ employees |
| 6 | Business case / funding - ideas for what to include in your business case |
| 7 | Next steps - map out your TTRX actions (to do before workshop 2) |

Sign up here www.retireonpurpose.co/ttrx1

RETIRE ON
PURPOSE



10-11.30am
March 30th
(Singapore
time)

Workshop 2 - Design your TTRX

Workshop 2 invites you to begin co-creating the Transition to Retirement Experience (TTRX) for your employees and organisation. We start by exploring the new insights gained from interviewing your 55+ employees and how you can use this information to move your project forward.

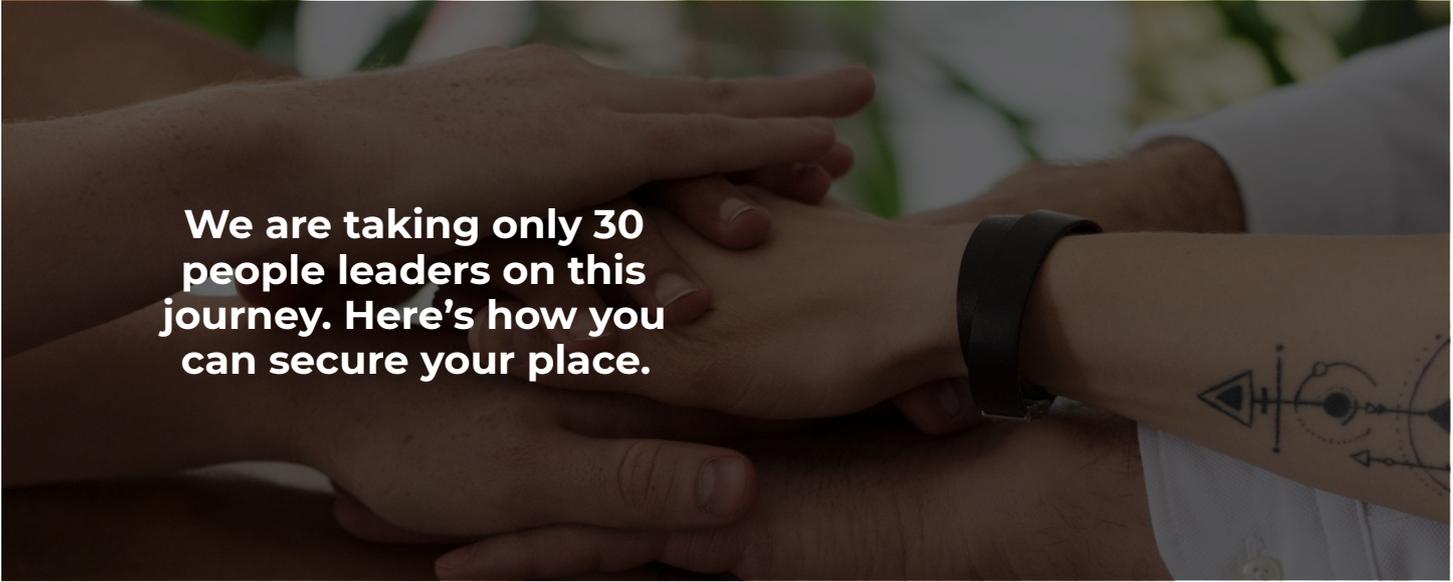
You then map out what elements to include in your TTRX eco system and decide who to invite into your project team. Following this, you'll make a start on your project roadmap by considering the key milestones to accomplish. There will be more work to do after this workshop, and the aim of this workshop is to kick start your TTRX design journey, so you can return to your organisation and build some positive momentum. **Tailored ttrx coaching with Nick Freedman can be booked by clicking here.**

Workshop 2 modules

| | |
|---|--|
| 1 | 55+ insights - share what you learned from the 55+ questionnaires / interviews |
| 2 | Your project vision - map out a clear vision for your TTRX project |
| 3 | What to include - explore what elements you'll need to include within your TTRX |
| 4 | Our TTRX team - getting your project happening requires some engaged peers |
| 5 | Project Roadmap - develop and map out your TTRX project plan to keep you focussed |

Sign up here www.retireonpurpose.co/ttrx1

RETIRE ON
PURPOSE



We are taking only 30 people leaders on this journey. Here's how you can secure your place.

| | |
|--------------------------------|--|
| Who can attend? | Managers, Directors and Executives working in DEI, L&D, HR, P&C roles, who work in corporate, government, NFP or NGO organisations employing 1500 or more people, where the English language is widely spoken. |
| Workshop dates | Workshop 1 - 10am-11.30am - Thursday March 2nd (Singapore time) Workshop 2 - 10am-11.30am - Thursday March 30th (Singapore time) |
| Cost | The 2 workshops cost nothing. If you'd like coaching to build your ttrx system, or want to utilise our learning programs, there is a cost for these. |
| Workshop delivery | All workshops happen in zoom. Download your copy here - https://zoom.us/signup#/signup |
| What you need to bring | You will be emailed a workbook before Workshop 1. Please print this out and bring it with you. |
| Can I bring a colleague | We allow up to 2 people per organisation into the program. If you're keen to bring your whole team, please reach out and we can discuss running this program in house for your business (there will be a cost for this). |
| Got more questions? | Email Nick Freedman on connect@nickfreedman.com.au or call (+61) 2 8599 9376 |

Click the link below to sign up to the program.

www.retireonpurpose.co/ttrx1

Who's
behind
Retire on
Purpose?



Trusted Advisor for 20 years



Hello. My name is Nick Freedman and I'm the founder of Retire on Purpose. I've run my own firm as a facilitator and coach since 2002. In that time, the 100+ learning programs I have designed and taught have enabled me to become a trusted advisor to leading brands around the world. In addition, my culture consultancy has helped organisations build great cultures.

Retire on Purpose was built to create an educational platform and thinking space to a growing cohort of people who have acquired wisdom and maturity, yet are not always getting a voice at the tail end of their career experience. I truly believe in the power of purpose, as well as creating world class learning experiences that

change lives. Retire on Purpose is partnering with 30 progressive DEI / HR leaders who want their organisations to become leaders in the final stages of the employee experience, as people retire. These 2 x 90 minute workshops have been created to help you work collaboratively with peers in other organisations to map out and build the transition to retirement experience (TTRX) for your employees. To learn more, simply get in touch.

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Sign up here **www.retireonpurpose.co/ttrx1**

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