

Life's Encore

Description

You know that concert you've been to where the encore was the most epic part of the whole night? That's what I think we should all aim for in life.

Something I've been feeling more drawn toward in the last few years of my career is guiding others through the transition into retirement. American work culture combined with increased accessibility through various channels of technology has caused many folks to lose themselves in their work identity. Transitioning, through anything in life, is tough. And we need not navigate difficult transitions alone.

As we reach the late stages of our careers, we might find ourselves pondering our current or future goals, our roles within our respective organizations, and our place within the broader canvas of our life's Encore. It's an exciting, yet challenging, phase and it's beneficial to have a strategic approach to make the most of it. Let's explore the key areas all of us will want to consider as we embark on this journey:

Concerning goals:

1. **Stay Focused:** Maintaining focus during your final career phase is essential. Continue to strive for success in your role while balancing the transition process. Stay committed to your responsibilities, but don't be afraid to delegate when appropriate. Communicate with your leader if you wish to step back from certain tasks to let less experienced employees take the lead. And guide folks through those initial tasks as needed.
2. **Have Open Discussions with HR and Leadership:** Start by having open and honest discussions with your HR department or immediate leader about your transition plan. This should encompass your retirement timeline, as well as your role during this phase. Be clear about your intentions and expectations. Please don't fear retaliation. HR Departments should be encouraging folks to communicate their 1- 2 year plans as they get close to retirement age, because this allows for the business leaders to plan ahead.
3. **Incorporate Mentorship into your Goal Plan:** As you approach your final year before retirement, perhaps your performance goals can include collaborating with leadership and HR to identify, mentor and develop younger talent in the organization in effort to prepare a succession or transition plan within your team.

Concerning making space for those coming up behind us:

1. **Share Knowledge:** As a seasoned professional, changes are you hold a wealth of institutional knowledge. Document and share this knowledge with your colleagues. Make it a point to pass on your insights and wisdom, ensuring that your organization benefits from your expertise even after you're gone.
2. **Mentorship:** Becoming an internal mentor can be incredibly fulfilling. Offer guidance and support to less-experienced colleagues. Sharing your experiences and helping them grow professionally

can be a rewarding part of your late-career phase.

3. **Collaboration:** Work with your leader to identify less-experienced colleagues to include in projects and client interactions. This not only provides them with valuable learning experiences, but also ensures a smoother transition when you step down from the role you have been filling.

Concerning thinking about and planning for retirement beyond the financial piece:

1. **Define Your Next Chapter:** Take some time to think about what you want the next chapter of your life to look like. What activities or pursuits bring you the most joy and a sense of meaning? Consider your passions, values and aspirations.
2. **Creating Your Life's Encore:** You know that concert you've been to where the encore was the most epic part of the whole night? That's what I think we should all aim for in life. Your Encore might include spending time with family and friends, travel, volunteering, pursuing hobbies or even part-time work, if you desire. The glorious reality is that YOU get to decide what you want to make of it. Identify what brings purpose and meaning to your life.
3. **Vision and Routine:** Craft a vision for your Encore that incorporates all that matters most to you. Create routines that support your well-being and give structure to your days. Your Encore is a canvas waiting for you to paint your aspirations and desires upon. Have you considered any of the following?

• What time do I want to get up every day?

• How much of the year would I like to spend traveling?

• How many hours each week will I give to my grandkids?

• What are some charities I've always wanted to get involved in?

• How can I accommodate my physical limitations (if applicable)?

• What brings me the most joy?

• How can I build or maintain a sense of community?

• What have I always wanted to do, but never felt I had the time for?

Our late-career phase is not just about retirement planning; it's about leaving a meaningful legacy, gracefully transitioning your responsibilities and shaping a fulfilling Encore chapter for your life. By actively participating in your transition plan, mentoring others, and crafting your life's Encore, you can ensure that your journey through these later stages of your career is as rewarding as the journey that brought you here.

If you have further interest in this topic, please note that I will be launching a **Life's Encore** course in late 2024. [***Sign up here to stay informed about details of this course.***](#) If you are nearing the final phase of your career and beginning to think about what's next, [***schedule a free discovery call***](#) to if individual coaching, or our **Life's Encore** program might be right for you! This programming will be primarily focused on topics related to the "Beyond Financial Planning" section, mentioned above.

Category

1. Career
2. Direction
3. Life
4. Mindset

5. Transitions

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