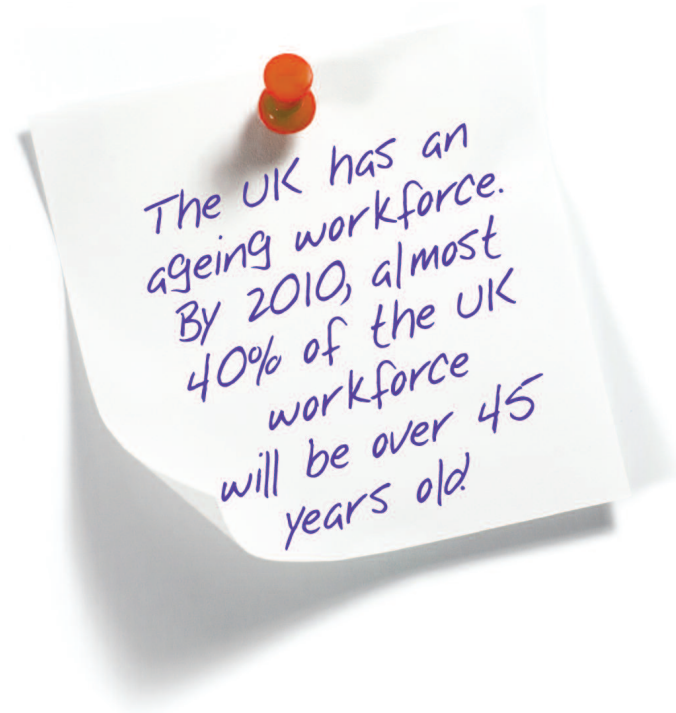


Fresh Steps™

The innovative development programme for older workers



- Activate the most rapidly growing part of your workforce
- Address the issues of an ageing workforce
- Support your staff in embracing change
 - Tackle skills shortages
- Retain your expertise and intellectual capital
 - Comply with the new 'Age' regulations

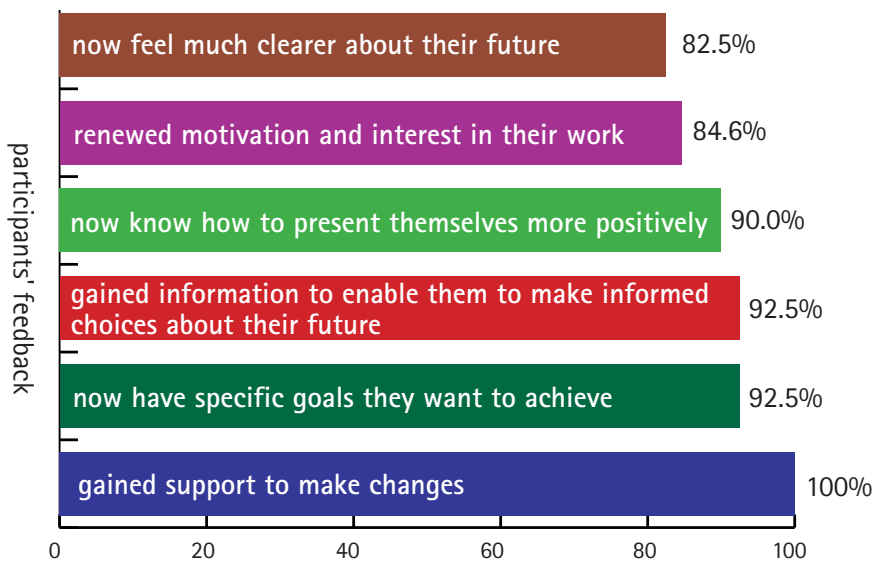
Fresh Steps has been designed and developed by the award-winning **Springboard Consultancy** to tackle the personal and work development issues identified by older workers and their employers. The format is pragmatic: A two-day workshop followed by a further one-day workshop with individually-tailored project work done in between.

As with all Springboard Consultancy programmes, the content is down-to-earth, accessible and immediately applicable to real situations.

Fresh Steps is delivered in-house at a date to suit your schedule and/or at our residential training centre and/or through a national network of skilled and experienced licensed trainers.

For an employer, older workers represent a huge pool of potential. They are more loyal, take less sick leave and have a wealth of experience to benefit your organisation. You will want and need to get the best from them, now and in the future, so here's an opportunity for people to develop themselves further.

Here's what *Fresh Steps* does:



And here's what participants say about the benefits:

"I found some of the exercises challenging, in a very positive way - and the workshops were very self-affirming and excellent for raising confidence and expectations. I found the workshops both stimulating and enjoyable and I know this sentiment was shared by other participants. I hope you continue to deliver and extend this important learning and development opportunity to as many people as possible and feel sure I will continue to benefit from my experience for a long time to come."

Jeff Marsh, Learning and Development Officer, London Borough of Wandsworth,

"It has given me a fresh perspective on who and where I am now, at age 55. It has emphasised the positive aspects of where I am, how I can take control and approach older age optimistically."

Barbara Stephens, Principal, Carbon Leadership

"A very enjoyable learning experience, which has made me realise I've a lot more to offer and I'm not over the hill and ready for the scrap heap at 50!"

Police Constable, Lancashire Constabulary

"A fantastic course; well presented, life changing and enjoyable,"

Eileen Sharpe, Senior Nursery Officer, University of Birmingham

"Fresh Steps has given me insight and ideas about how I can continue to live life to the full, even after 50. It's a course packed with useful information, thoughts and ideas. I came away determined to dispel the myths about old age and the ageing process and to start believing that it really can be Great to be Grey if you want it that way!"

Fresh Steps is the invigorating personal and work development programme for older workers, based on sound and recent research inside 14 organisations.

This research revealed that most older workers are committed and enthusiastic about their work but frequently feel overlooked and undervalued inside organisations, whilst the dominant culture is geared around younger people who are receiving more attention and opportunities for training and development.

Fresh Steps is based on research conducted in:

- Barclays PLC
- Dorset Police
- Oxford Radcliffe Hospitals NHS Trust
- The Patent Office
- Portman Building Society
- South Staffordshire Water
- North Wales Probation Service
- Wiltshire County Council
- University of Birmingham
- University of Cambridge
- University of Oxford

Subjects covered include:

- Discovering successful change strategies
- Clearing out baggage
- Relationship with time
- Relationship with work
- Positive health and money management
- What matters to you now?
- Relationships with people
- Rewarding success
- Presenting yourself positively
- Designing new futures

CONTACT US FOR DETAILS

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