

**The innovative work and personal development programme for experienced and older workers who want to review progress and set new goals**

**in Glasgow - Part 1 on Wednesday 23rd & Thursday 24th January and  
Part 2 on Wednesday 20th March 2019**

**for a new  
age and  
new stage**

## What is it?

Careers don't always run the way you expected them to. Time flies! When did you last think about what you want for you? Or there may have been breaks, for example because of caring responsibilities or because of redundancy. Or you may be working longer because of a change in your personal circumstances or because of the removal of the default retirement age and uncertain pension provision. In addition, the world of work is constantly changing. Organisations need their employees to be more flexible, open to re-training and ready and better able to cope with change. Fresh Steps is the innovative personal and work development programme that enables people to review their professional progress, assess where they are in their lives and work and make the best, well-informed decisions for the next stage of their lives.

## Who is it for?

Fresh Steps is for anyone, particularly, experienced and/or older workers, who is willing to reassess their lives, explore new possibilities, set new goals and take the action necessary to achieve them. For employers who want to access the untapped potential and intellectual capital in their staff, Fresh Steps can provide support for returners, staff changing career direction as well as for re-motivation and redundancy provision.

## What does it consist of?

Delivered over 8 weeks, Fresh Steps consists of four simple, yet powerful, ingredients:

- a two-day workshop followed by a one-day workshop
- individually tailored project work between workshops
- peer group support and networking
- a folder of course materials and downloadable guided relaxations

## What results can I expect?

The results vary from person to person – everyone sets their own objectives for the programme. Some people concentrate on moving onwards in their careers, whilst others prefer to focus on their quality of life outside work. Most have their own unique blend of both personal and work objectives.

Commonly, participants walk away from Fresh Steps with a new spring in their step, open to new challenges and with a renewed sense of optimism and purpose.

Employers are delighted with participants' renewed enthusiasm and engagement in their work, coupled with a 'can do' attitude.

## What does it cover?

- successfully dealing with change
- identifying what you want from work
- the use of mentoring/coaching
- reassessing changing values
- your relationship with time
- health, dealing with stress, exercise and relaxation
- recognising your successes and learning to enjoy them
- your relationships with other people and with yourself
- getting to grips with finance
- gathering information and setting goals
- presenting your experience positively
- relaunching yourself
- turning your goals into reality

## How do I know it works?

The overwhelmingly positive evaluations provide fantastic data:

- 100% say they gained support to make the changes they want to make
- 97.5% say they have identified areas for further development
- 92.5% say they now have specific goals they want to achieve
- 84.5% say they now have renewed motivation and interest in their work

## When and where will it be held?

The next Fresh Steps Programme is being run in Glasgow. The workshops are from 9.30 am to 4.30 pm and will be held in the Millennium Hotel, George Square, Glasgow G2 1DS on the following dates:

Workshop 1 - Wednesday 23rd & Thursday 24th January 2019

Workshop 2 - Wednesday 20th March 2019.

The Workshops will be led by Gillian Neish who has a wealth of experience running personal development programmes in a variety of organisations in all sectors, as well as open programmes.

## How much does it cost?

The Programme fee is **£408.00** per participant (£340.00 plus VAT @ 20% £68). 'This includes participation in both workshops, light refreshments on workshop days plus a copy of the Fresh Steps participant's learning pack.

**Book by 31st December for 10% Early Bird discount!**

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## FRESH STEPS - BOOK YOUR PLACE NOW!

To book your place on this Fresh Steps programme being held in Glasgow on Wednesday 23rd & Thursday 24th January and Wednesday 20th March 2019, send your details, as below, to Gillian Neish, Neish Training, P.O. Box 26999, Glasgow G1 9DH Tel: 0141 341 0469 Email: [info@neishtraining.com](mailto:info@neishtraining.com)

**First Name:** \_\_\_\_\_ **Surname:** \_\_\_\_\_  
**Organisation:** \_\_\_\_\_ **Job Title:** \_\_\_\_\_  
**Address:** \_\_\_\_\_  
**Postcode:** \_\_\_\_\_ **Daytime Tel No:** \_\_\_\_\_  
**Email Address:** \_\_\_\_\_

Once your place is confirmed, an invoice will be emailed to you for payment via BACS or Paypal

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“A chance to be ‘selfish’ in the nicest possible way. To take stock, feel refreshed and ready to go. A practical guide to me and my future.”

*Past participant*