



**The development programme for experienced and older workers wanting to review progress and set new goals
Held in Glasgow City Centre.**

on Monday 3rd and Tuesday 4th October 2016 and Monday 14th November 2016

**SAVE
THE
DATES!**

What is it?

Fresh Steps is the energising personal and work development programme for experienced and/or older workers. It's both timely and topical.

In the western world, we find ourselves in the unprecedented situation of having an ageing population, an ageing workforce and less secure pension provision. All are conspiring to keep the 'baby boomer' generation in work far longer than they might have expected, resulting in many people needing to take a hard look at where they are in their lives and to give themselves the best choices for their next 10 or 15 years at work.

Researched inside 14 diverse UK organisations, Fresh Steps is a breath of fresh air, providing an invigorating perspective on being older at work, outlining simple steps to a fulfilling future and stimulating the support needed to get there. Employers and older workers alike are delighted with the extraordinary results from Fresh Steps.

Who is it for?

Anyone in work who regards themselves as being experienced or 'older' and wants to reassess their lives and set new goals.

What does it consist of?

Delivered over 6 weeks, Fresh Steps consists of four simple, yet powerful, ingredients:

- a two-day workshop followed by a one-day workshop
- individually tailored project work over five weeks
- peer group support and networking
- a comprehensive and stylishly produced folder of course materials and CD

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 to life.

What does it cover?

- successfully dealing with change
- health, exercise and relaxation
- your successes and learning to enjoy them
- what do you want from your work now?
- your relationships with other people and with yourself
- what's important to you? (reassessing your values)
- finance – what do you need to do about it?
- your changing relationship with Time
- gathering information to enable goals to be set - 5 week project work
- 'relaunching' yourself
- devising an action plan to turn your goals into reality

How do I know it works?

The overwhelmingly positive evaluations provide fantastic data:

- 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

How much does it cost?

The Programme fee is £528.00 (£440 plus £88.00 VAT @ 20%). 'This includes participation in both workshops, light refreshments on workshop days plus a copy of the Fresh Steps participant's pack.

Where will it be held and when can I start?

The next Fresh Steps Programme is being held in Glasgow City Centre on Tuesday 27th & Wednesday 28th October 2015 with the third day on Wednesday 16th December 2015. The Workshops will be led by Gillian Neish who has a wealth of experience running personal development programmes in a variety of organisations in the private, public and voluntary sectors, as well as open programmes

For more information and/or to book your place contact:

**Gillian Neish on 07776 188 366
or email info@neishtraining.com**

FRESH STEPS - BOOKING FORM

To book your place on the Fresh Steps Programme being held in Glasgow on Monday 3rd and Tuesday 4th October 2016 and Monday 14th November 2016 at £528 incl VAT per place, complete this form and return it to:

Neish Training P.O. Box 26999, Glasgow G1 9DH or email info@neishtraining.com

First Name: Surname:

Organisation: Job Title:

Address:

Postcode: Daytime Tel No:

Email Address:

Tick as applicable. Please invoice me Cheque enclosed

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Fresh Steps[®]

**Workshop 1
Monday 3rd
& Tuesday 4th
October
Workshop 2
Monday
14th November**