



## ***Retirement Coaching***

### **Retirement Coaching support**

It is widely accepted from research into retirement that a successful retirement needs:

- Income
- A social network – research has shown that the quality of relationships is among the most important factor in determining life satisfaction after retirement. Loneliness has a detrimental effect on health equivalent to smoking 15 cigarettes a day
- Purpose – an outlet for talents, an “encore career”, volunteering
- Personal Development – learning, physical activity
- Fun – follows on from previous three
- Awareness of how to age well and how to plan for frailty. Most people who come to social care come at a time of crisis which may not have been necessary if they were better informed before they needed it

I have worked with many people either coming up to retirement or actively in the process of retiring and I help individuals to reflect and plan the various elements of income, social network, ongoing development and the rest. Many plan the financial aspects of retirement but don't look at or plan the other areas. I am also coming up to retirement age as an individual myself, and helps to have this personal awareness!

### **The programme**

Projects usually involve 6-8 one and a half to two-hour sessions over the space of several months, with each session followed up by reflections and actions the client takes away to work on. Support is also offered by email and telephone in between sessions, and feedback given on areas such as coaching tools, personal plans and any other elements that the individual is working on. I have several coaching tools specific to retirement.

Each Coaching project starts with a contracting session to agree aims and objectives and this is evaluated regularly informally at every session, formally half way through and at the end of the programme.

I have worked successfully with over 400 people in all sorts of roles in different organisations and also with those working independently.

### **Feedback from previous Coaching clients**

*"I started working with David at a time in my life when I was deeply unhappy. I didn't know if this was work related but I knew that I wasn't performing at my best and wasn't feeling fully engaged*

*with all that working life has to offer. I felt shut off, uninspired and exhausted. When I first met David, I trusted him right away. His thoughtful, flexible and honest approach was perfectly suited to me. After only a few sessions he had me really opening up and was fantastic at gently probing to see what I needed to do to feel more like myself again. He gave me confidence to speak to those around me – at work and at home – and tell them what I needed to do. After working with David for a few months my foundation was built back up again, and David and I then transitioned more to working on a much more positive footing. We started talking about my ambitions, identifying my strengths and thinking about what kind of career I wanted" (private client)*

*"I have been particularly impressed at how well David's questioning technique drew out the 'real' issues very early on. This is also testament to his excellent rapport building skills, which made me feel comfortable enough to share difficult work situations with him. David is also very empathic which makes you feel reassured and safe irrelevant of what you are sharing" (Manager in Training organisation)*

### **Training, qualifications and experience**

- Full member of the Association for Coaching
- Accredited Coach with the Association for Coaching
- Trained Coach Supervisor
- Post Graduate Coaching and Mentoring Diploma
- Accredited Insights Practitioner using the Insights personality traits framework
- Foundation trained Counsellor
- Part trained in integrated psychotherapy training at Metanoia Institute
- Diploma in Training and HR with Chartered Institute of Personnel and Development
- Founder member of the Bucks Coaching supervision network

### **To find out more**

I am happy to offer a free introductory session to see whether coaching would be appropriate for individuals, and that the "chemistry" between us will work  
Email me at: [david@crowe-associates.co.uk](mailto:david@crowe-associates.co.uk). Alternatively give me a call on 07986 259019

For more information on retirement Coaching, go to this article on retirement coaching written by David: you may need to cut and paste the link into your browser: <http://www.crowe-associates.co.uk/coaching-and-mentoring-skills/retirement-coaching/>

