

Life After Work

Redefining Readiness & Resilience for Retirement or Retrenchment



How are you preparing your workforce for life after retirement or retrenchment?



Change and uncertainty is inevitable and for many people this brings with it the reality of being furloughed or unemployed. In addition, many organisations are trying to find ways to keep operating and in doing so may be exploring the possibility of retrenchments.

It is important to acknowledge that retrenchment is a bereavement process. The challenges of this process need to be acknowledged and not hidden. We encounter many organisations who go through the legal process of retrenchment but do not adequately prepare and build capacity for those affected.

Those who have been retrenched are possibly the worst affected, however individuals who are doing the retrenching (Managers) and those left behind (Team members) are unlikely to escape unscathed. Organisations need to support management, employees left behind as well as those who will be retrenched to survive the retrenchment process. It is not only important and ethically responsible to support employees with the new reality of no longer having work and helping them transition to life after this.

PeopleSmart has successfully developed and implemented a number of bespoke Life After Work interventions to support your organisation pre, during and post the retrenchment process:

1. 'Life After Work' support for Managers

2. 'Life After Work' support for Employees who will be retrenched

3. 'Life After Work' support for Employees who remain in the organisation

Please note that this offering focus on supporting the human being in this process and does not engage in the legal aspects of early retirement or retrenchment although it should be seen as a best practice and an integral part of the process.

Contact us for more information:



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Please note all training can be done online, in-person or a combination of both methodologies & tailored to your business needs.