

The Career Legacy Circle For a Meaningful Career Finale



You feel the need to...

- Assess your professional life
- Give greater meaning to your daily life at work
- Prevent burnout, increase motivation and avoid obsolescence at work
- Prepare for leaving the workforce, maximizing the legacy you'll leave behind
- Anticipate with serenity the transition to your upcoming retirement
- Position yourself to transfer what you know to the next generation of workers

As an employer or an organization, you recognize the need to...

- Develop more effective processes to retain the knowledge and experience of retiring workers
- Assist your mature workers in developing tailored succession plans which honour their expertise and accomplishments
- Better bridge the inter-generational gap in your workforce
- Ensure continuity and the vitality of your organization's workforce

What is a Career Legacy Circle?

A **Career Legacy Circle** is a group created to bring together 6 to 12 people in the later stages of their active working life for the purpose of sharing the way they want to complete the final stage of their careers. The Circle aims to develop two bodies of knowledge: *knowing to stay* and *knowing to leave*, which implies, among other things, wrapping up commitments and transmitting one's professional legacy.

Participants are involved in a process that includes 6 or 7 three-hour sessions held every two to four weeks which, seen from the perspective of a potential legacy, provides them with:

- 1) A **retrospective** of their journey
- 2) A **prospective** for a meaningful final career stage
- 3) An **action plan** for completing what needs to be done and for taking charge of their Work-Life trajectory.

One month after the last session, a one hour one-on-one session with the facilitator allows each member of the Circle to conclude their process.

What Career Legacy Circle participants have to say

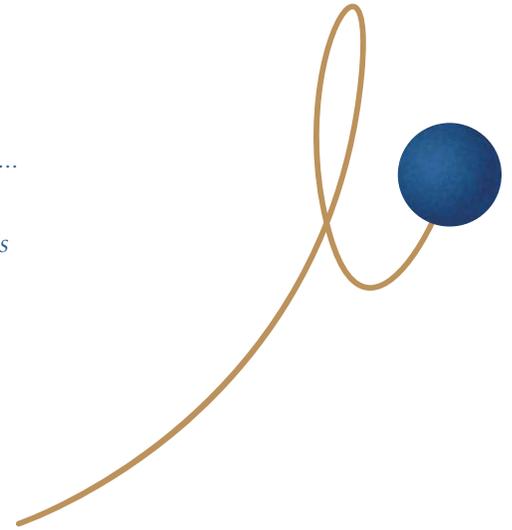
"Feedback from others helped me understand that I did have a legacy to leave, although I didn't think so initially."

"My next few years will be very busy... a legacy to prepare, real tasks to carry out... and I am more careful than before and feel less at risk of burnout."

"I have a different view of work in general and a different attitude. The end result is no longer as important as the journey. I'm now aware on a daily basis that I am in the process of leaving a legacy."

"The process of reflecting was not easy; it was one surprise after another... At times, this was difficult, but very enlightening."

"I found my definition of freedom fifty-five and I'm living it now."



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Tangible benefits for employers and organizations...

- Ensures a vibrant and stable workforce, despite retirements
- Keeps expertise and knowledge in-house and maintains productivity levels
- Mobilizes people to share their experience and knowledge and facilitates workforce preparation and retention, succession and intergenerational cooperation
- Increases the feeling of belonging and pride among staff in their achievements within the company

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