



RETIREMENT PLANNING TRAINING PROGRAMME

Preparing for Financial Security, Wellbeing, and Purposeful Living Beyond Work

PROGRAMME DETAILS

Date: 19th – 20th August 2026

Time: 9:00 am – 3:00 pm

Venue: Sunlodge Hotel, Accra

Fees: GHS 3,000.00 (VAT Incl.)



Scan to register

PROGRAMME OVERVIEW

Retirement is a major life and career transition that requires more than financial preparation. It involves psychological readiness, lifestyle adjustment, health considerations, and a clear understanding of pension and benefit structures.

Many employees approach retirement focusing primarily on finances, often overlooking the emotional, social, and wellbeing aspects of the transition. This can lead to uncertainty, loss of identity, reduced wellbeing, and difficulty adapting to life after active employment.

For organisations, poorly managed retirements can affect workforce continuity, succession planning, knowledge transfer, and overall employee morale.

This programme adopts a holistic and structured approach to retirement planning, equipping participants with the knowledge and tools to prepare across four critical areas: financial readiness, psychological preparedness, health and wellbeing, and pension/benefit awareness.

Participants will develop a Personal Retirement Action Plan, ensuring that learning translates into clear, actionable steps toward a smooth and confident transition.

PROGRAMME OBJECTIVES

By the end of the programme, participants will be able to:

- Understand the key components of effective retirement planning
- Develop a structured approach to financial readiness for retirement
- Improve psychological readiness and emotional adjustment to retirement
- Identify lifestyle, health, and wellbeing considerations required for retirement
- Make informed decisions regarding savings, pensions, investments, and benefits
- Develop a Personal Retirement Action Plan for a smooth and structured transition from active employment



WHO SHOULD ATTEND?

Employees nearing Retirement, HR Officers, Pension Administrators, and Financial Advisors

KEY FOCUS AREAS

-  **Financial Readiness**
Planning savings, investments, and long-term financial sustainability
-  **Psychological Preparedness**
Managing identity shifts, purpose, and emotional transition
-  **Health and Wellbeing**
Maintaining physical and mental health for quality of life
-  **Pension and Benefits Awareness**
Understanding entitlements, pension options, benefits, and retirement-related documentation

TRAINING METHODOLOGY

-  Facilitator-led interactive sessions
-  Real-life retirement scenarios and guided discussions
-  Case studies focused on financial and transition planning
-  Structured exercises to support personal retirement planning
-  Practical tools and frameworks for retirement readiness

EXPECTED OUTCOMES FOR THE ORGANIZATIONS

This programme will:

- Improve employees' readiness for retirement through structured and holistic planning
- Reduce uncertainty, anxiety, and adjustment challenges associated with retirement
- Strengthen financial awareness and long-term decision-making
- Enhance psychological preparedness and post-retirement adaptability
- Support smoother workforce transitions and succession planning
- Promote knowledge transfer and continuity within the organisation
- Demonstrate organisational commitment to employee wellbeing and long-term support



WHY CHOOSE L'AINE ACADEMY?

-  Over 30 years of HR and organisational development expertise
-  Practical, results-driven training tailored to real workplace needs
-  Interactive learning through discussions, case studies, and practical tools
-  Programmes designed to improve performance, accountability, and workplace effectiveness
-  Trusted learning partner for public and private sector organisations

ORGANISATIONS WE HAVE WORKED WITH



   @laineacademy

 beatrice.prempeh@laineservices.com
 academy@laineservices.com
 0509338165/0203320653/0302717039
 www.laineservices.com/training



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