L'AÎNÉ ACADEMY

RETIREMENT PLANNING TRAINING PROGRAMME

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

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

- 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

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

LEARNING APPROACH

- 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

EVALUATION AND IMPACT MEASUREMENT

To assess learning and transition preparedness, the programme will include immediate and follow-up evaluation on participants' retirement planning progress:

Immediate Evaluation

Post-training feedback and assessment will be conducted at the end of the programme using structured feedback tools and brief assessments to evaluate relevance, participant understanding, and overall learning outcomes

30-Day Post-Training Follow-Up

A follow-up check will assess participants' progress in applying key retirement planning concepts, including financial preparation, pension awareness, lifestyle planning, wellbeing, and transition readiness

60-Day Post-Training Follow-Up

A further review will assess sustained progress, confidence, and preparedness for a smooth retirement transition, including completion of personal action steps and readiness planning.

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