

New Initiatives in Careers Health and Enterprise (NICHE)

Sponsored by the Centre for Ageing Research (C4AR) at Lancaster University

Summary of an event held on Thursday 23 February

The purpose of this seminar was to bring together a small invited audience to discuss an economic perspective on retirement. The background to the event was as follows. Retired people are undervalued as an economic resource and adopting new perspectives on ageing should increase the contribution of many people in their later life to the quality of national wealth and bring rewards in both personal and collective well-being.

The seminar comprised short informal presentations and detailed discussions about the place of work in later life and what might be done to improve the quality of life of people in retirement.

The event was the brainchild of Harry Gray, who was supported in the organisation by Tony Gatrell and Stuart Riley (both employees/former employees of the University). Fifteen people – a mix of University staff and external affiliates - attended (weather and illness resulted in some last minute cancellations). The event was chaired by Andrew Tempest, former Chief Executive of Mars (Austria).

There were several practical outcomes from the seminar including support for setting up an Advisory Panel (AP) to build up a supporting resource and acting as a proto-membership group. This will comprise both University and external participants. A small Core Group is also being established to initiate and support activities and create a programme of activities for members and interested parties. A regular Bulletin and a Newsletter will be started and funding for research will be sought. A series of colloquia and symposia for AP members and others will be organised. The project will be run informally to begin with and much effort will be put into building a sustainable network within the University and outside. The active 'membership' so far is well balanced between Lancaster University people and professionals in the NW region.

The proposed structure asks nothing of the university in financial outlay other than its participation as a partner in some activities. Via the Health Hub we are intending to connect with various key people in the health sector and that will be one of the strong initial areas of focus.

The Advisory Group will be used as a client group around which to arrange a programme of activities. We propose four meetings a year of the AG in order to give people a chance to attend at least once a year without feeling under pressure. Among these meetings will be two buffet suppers with a speaker and two topic-based conversations with leading figures. These conversations will be devoted to drawing on the latent resource of people in later life specifically in relation to changes in the life patterns of people over statutory retirement age. The talks will be called 'Lifetime Reflections' and could allow a review of a specific sector/industry for lesson learning. Sir Duncan Nichol, former Chief Executive of the NHS, has been identified as a speaker (he was unable to attend the initial event because of a bereavement). These meetings form the backbone of a NICHE Programme.

The Programme offers a collaboration-based learning consultancy approach to enriching the economic performance of individuals and organisations. The values of the Programme are based on adult learning and professional development within a global higher education context mainly in the

field of organisational problem solving, executive development and business leadership in all sectors and industries.

Further planned outcomes include:

- Research programmes in sector and topic areas about mental well-being, HR development of retirees;
- Organisational development in preparatory years (age 50 and over);
- Support for enterprise activity (including mature entrepreneurship) via a LLP or other mutual association/company;
- New CPD courses preferably with certification qualifications for post-retirement individuals (possibly involving LUMS);
- Seminar series on health at work in later career stages;
- Consultation service for charitable and voluntary organisations;
- Adviser development (training) seminars for retired consultants.

We are very appreciative of the support from C4AR to establish this exciting potential endeavour.

Harry Gray

Tony Gatrell

Stuart Riley

March 2nd 2017