

Workshop



Moving from Work 1.0 to 2.0 and understanding how to navigate my journey.

Venue: To be announced - Bryanston area

Date: 20th January 2010

Time: 09h00-12h00 or 18h00-21h00

Bookings: Email Lynda ismith@mweb.co.za

Cost R300.00 per person.

Life is a series of crossroads where we have the opportunity to grow, learn and make decisions. At each crossroad, life takes us further depending on the decisions and lessons we have learnt.

We should never stop this process of learning. I hope that this year through the workshops, newsletters and conferences that Refirement Network has helped you to navigate your journey. The Social Network site also allows one the space to explore your own learning and areas of interest with the more than 200 members. If you have not yet joined, this may be a decision for your own journey in 2010. There will also be some conversation groups and new workshops in 2010.

Thank you to those members who took the survey that I had designed. The feedback so far is interesting. I will place the results on the website when I feel there has been enough response to give a balanced view. You can do the survey here: <http://www.surveymonkey.com/s/TFSMGMF>

I am releasing a new workshop in late January 2010. I have sensed through many conversations that one of the greatest areas of need is in understanding the concept of work in the 21st century. This workshop will help any person over 45 understand the complex challenges of the 21st century workplace, what options are available and how to navigate the road to planning a new career beyond your current one. It will also be useful for those who have been retrenched or for someone employed who would like to work in a different career when they retire from their current workplace. The title of the workshop is Moving from Work 1.0 to 2.0 and understanding how to navigate my journey.

I am also starting a new pilot project on the Western side of Gauteng. I will hold two conversation sessions for any Baby Boomers interested in attending. These sessions will be free but I would like to know if you will be attending. The objective of the session is to outline my vision for the area in 2010. These sessions will take place at Coffee Shop – Community Ministries Muldersdrift (opposite Drift Inn on Muldersdrift Boulevard). Thursday 14th from 14h00 to 16h00 and Saturday 23rd from 09h30 till 11h30.

Helen Grange from The Star did an article on our 3 November conference. Read it in this edition if you were not able to join us on the day.

The Christmas holiday season is about reconnecting with those close to you and spending time making memories. It is also a time to reflect on life and what this means. My wish for you is to help make memories with those you love and to bless those that may not be able to make their own.

Thank you for all the connecting, collaborating and building that you have helped me with this year.

Blessings
Lynda Smith

Did you know that only five in 100 of us will have enough money on which to retire?

According to personal finance consultant Iona Minton, most South Africans will run out of funds long before death and end up dependent on family, friends or charity. This is because, on average, South Africans are 25 percent underfunded for their retirement, partly due to having spent most of their lives paying off debt. Minton says South Africans spend, on average, 76 percent of their salaries on debt repayment. "The average South African pays about R2-million in interest over a lifetime, or R4 000 a month over our working lives. We are over-indebted, so for many saving is actually impossible," she says.

Consequently, many people end up with few assets when the time comes to down tools and rest a little. "I deal with these unfortunate cases all the time, people who've made mistakes that could have been avoided," she says.

And did you know that you will probably need to make your retirement funds stretch quite a lot longer than 20 years? In fact, you may have to plan for 40 years of retirement. The average age expectancy in the Western world today is 80 or more but, thanks to modern diets and advanced medical care, it is rising. In the US, it is estimated, there will be well over a million people over the age of 100 by the year 2015, compared to only 100 000 in 1980.

From a financial standpoint, the thought scares everyone and no one but the mega wealthy is immune to outliving their means, even if you've been on a pensionable salary with the same company for 45 years.

Minton was addressing a conference organised by the Refirement Network (www.refirementnetwork.com), a resource primarily for "baby boomers" born between 1946 and 1964 looking to ensure financial security in their golden years. Its brainchild, Lynda Smith, aims to help people keep up to date with trends and ideas that could change their destinies for the better, though her strategies are relevant to every working individual.

Minton says killing debt is the number one strategy in being able to retire comfortably. "Now that interest rates are dropping we should be paying off as much debt as possible to free up cash for saving," she says, adding that experts agree on the need to save at least 15 percent of our pre-tax salaries for 25 years in order to be financially independent in our retirement.

"Financially independent doesn't mean that you're going to retire rich, or be able to go yachting around the world. "It simply means you'll be able to maintain the same standard of living as you have now," she says. Meanwhile, the whole concept of retirement needs to be re-examined, it seems. Minton referred to the book, *The New Retirementality*, in which Mitch Anthony notes that we often spend our entire lives working in jobs we hate, to accumulate money for retirement, then when we finally get there, we find retirement is a monumental letdown.

He writes: "The whole concept of retirement was a product of the industrial age, where the majority of workers were doing physically exhausting work which they did not particularly enjoy. "However, today most potential retirees have been trading 'intellectual capital' rather than physical prowess and are quite likely to be in their prime at the age of 65. "For today's retirees, a retirement spent sipping cocktails and playing golf will no doubt lead to boredom and dissatisfaction. "More and more, research is showing us that retirement cannot be successful unless you involve yourself in something that is vital and purposeful for you."

In this vein, Lynda Smith works with people to help them define a job or career that ignites their passion, so that they live a happier, more fulfilled life. Pete Laburn, who runs a strategic change consultancy and lectures at business schools around the world, told the conference that baby boomers needed to access the initiative they have shown all along, and instead of retiring, "rewire and refire".

"The boomers were great innovators. They changed every life stage as they moved into it. Smaller families, feminism, political freedom - all of these things happened under the boomers' watch. We're now 55, with 25 to 30 years left, and still have a lot to offer." The fact is that most boomers don't want to stop working, and it's been found that if you retire at 65, your life expectancy is actually shorter, he says.

In deciding to continue working, however, Laburn warns against "joining the treadmill and trying to run faster", but rather to join forces with Generation X (those born in the 60's and 70's), to share your valuable store of experience and talent while learning from this generation. "Talent is ageless, and there is a real need for talent and skills out there. I believe that a partnership between boomers and Generation X-ers would be potentially world changing," Laburn says. To become "Generation X compliant", however, boomers need to understand that the traditional rules of work are no longer relevant, that for the younger generation time is flexible, work is about output rather than hours put in, that you have "associates, not employees".

By fitting in, you could continue being the force of change that defined the boomer generation, he says, and retirement will become what it is - obsolete.

Planning for your retirement

- Get rid of the debt monster. Consider that the interest you would pay on a R400 000 property over 20 years amounts to about R500 000. If you can, pay it off in half that time.
- Be disciplined. Don't raid your savings plan if you need quick access to cash, and have a monthly debit order ensuring that funds get paid over to an investment account.
- See a financial planner. While you may understand the various investment products, how you mix them to form a strategy can be complex.
- Many women believe that somehow they'll be rescued by a prince with deep pockets. A big mistake. All women should live their lives as if they will always be single, and never give up on the ability and desire to work.
- Take a long term view. It takes time to build up capital to a point where it starts to compound. Get a good strategy and stick to it.
- Have a three month emergency fund (equivalent of three months' salary). This will insulate you from financial emergencies such as job loss or a car accident.
- Don't stint on medical aid, car and house insurance.

Retiring makes you 10 years younger

- Giving up work makes you instantly feel 10 years younger, a study by a Swedish and French team claims.
- Physical illness and mental pressures melt away with the end of work and the benefits last a decade, research shows.
- The joys of retirement apply equally to boardroom bosses and those on the shop floor, according to the 14-year study.
- Researchers found that the more demanding the job, the more significant the improvements on retirement.
- Backache and neck pain often disappear, as well as depression, asthma and the risk of a stress-induced stroke.
- The positive effects work for women as well as men and regardless of whether retirees are married or not. - Daily Mail

This article was originally published on page 13 of **The Star** on November 13, 2009

Refirement Social Network

This is a new social network that I have set up for Refirement Network. Please join and invite all other Baby Boomers.

Click to join



Please contact Lynda Smith on +27 (0) 82 490 2822 or lynda@refirementnetwork.com for more details. Our web address is www.refirementnetwork.com