

Helping Employees Transition Successfully

The transition into a new job often means changes in work schedule and demands, relocation and a change in one's leisure life. The Leisure Link provides workshops, like "Serious Leisure," "Leisure Resources" or "Keep Up the Leisure," that offer mutual benefits for employees and employers. The Leisure Link programs help new employees:

- Maintain balance during the high pressure period while acclimating to a new job
- Develop a strategy for overcoming their leisure barriers
- Explore their leisure interests and identify local resources

The Leisure Link can also help support employees during an outplacement process.

Retirement-the Ultimate Leisure Opportunity

Retirement is the big opportunity for leisure in adulthood. Yet few people are prepared to use this time in a way that will be gratifying to them and beneficial to those around them. Many corporations provide pre-retirees with guidance on their retirement financial situation and healthcare coverage. Education for leisure is another logical aspect of pre-retirement planning.

The Leisure Link can provide services to employees, or work with your HR department to develop programs that your company can offer repeatedly. Topics might include:

- Rediscover lost interests
- Your next career: leisure!
- Values and leisure in retirement
- Fixed incomes and big dreams



THE LEISURE LINK

Whether you would like to learn more about leisure education and counseling, or are interested in exploring services from The Leisure Link, we welcome the opportunity to talk.

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What's the Connection between Employee Satisfaction and Productivity, and Leisure?



It's **THE LEISURE LINK!**

When your employees have a fulfilling leisure life, your company realizes bottom-line benefits:

- Lower absenteeism
- Increased productivity
- Better retention rates
- Lower healthcare costs

It's true. Studies show leisure is linked to productivity and to health. And employees cite work-life balance as the second most important determinant of whether they join and stay with a company—it's the most important determinant among young employees...

But leisure is not just about having free time—leisure is a state of mind. It's when people feel most free, fulfilled and integrated. Because it's a state of mind, it can even happen when people are working. The ripple effects of satisfying leisure reach into other aspects of people's lives—including their work-place, relationships and their community.

The Leisure Link: A Win-Win for Employees and Employers

Most of us, living in a 24/7 world, need to learn how to find and enjoy truly satisfying leisure. The Leisure Link provides educational seminars and workshops and one-on-one coaching to help your employees make constructive and gratifying use of their leisure time. We train your managers and HR staff to help employees in the same way.

Leisure education as provided by The Leisure Link builds employee morale and strengthens team functioning. It boosts employee self-confidence, increases perceived freedom and autonomy, and reduces stress.

Leisure coaching and education impact professional skills, as well. Employees develop their social and communication skills, and group interactions become more productive. Creativity increases, and problem solving skills are sharpened.

The Leisure Link can help human resources departments, senior leadership and department managers to realize these and other benefits for their employees.

Work-life balance means more fulfilling time, on and off the job. And that means greater employee satisfaction, energy and productivity.

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services from
THE LEISURE LINK

- Leisure counseling/coaching for individual employees and managers
Example: Counseling a department manager when work-life balance issues are interfering with his or her performance
- Working with groups through training, workshops or staff development days
Examples: "Leisure as a Coping Skill", "Intention in Work and Leisure", "Increase your Flow at Work and at Leisure"
- Program and curriculum development
Examples: Developing the leisure component of a training program for new employees, or creating a workshop on preventing burnout.
- Training the trainer programs for HR personnel, senior and middle managers
Example: Teaching an introduction to leisure education for a corporate HR department and helping them add elements of what they've learned to their employee programs.
- Lunch and learn sessions
Examples: "Uplift Your Downtime: A Guide to Life On and Off the Job" or "Caring for Your Kids... While Staying Happy At Your Job"
- Consulting on policies and procedures
Examples: Working with HR on work-life balance policies or developing "leisure break" spaces that go beyond watercoolers and coffee pots.

¹ Both more frequent breaks and leisure participation increase productivity modestly and reduce absenteeism significantly.

² According to MetLife's Employee Benefits Trend Study, 2006, employees rate better work-life balance almost as important as co-worker and customer relationships in deciding whether to join or stay with an employer. For employees between 21 and 30 years, work-life balance was the most important factor.