



Group Coaching Programme

Cohort Four – Pathways to Retirement

As the BSG approaches its 90th Birthday in 2027, the Clarity Hub is proud to be partnering with them to bring members a brand-new group coaching programme.

What this programme is all about

This programme is designed to support member development and professional growth, and working with the team at the BSG, we will be identifying and recruiting BSG members to participate in a focused coaching initiative, with an emphasis on cultivating critical skills and competencies aligned with the evolving needs of the future workforce.

The Clarity Hub will provide high-quality coaching to up to 40 BSG members, at four critical stages in their careers: Pathways Back to Work, Pathways to Retirement, Pathways to a New Professional Role & Pathways to Greater Work Satisfaction.

About The Clarity Hub

We are a coaching and mentoring specialist organisation which works with individuals, groups, teams and Boards in a variety of ways including one-to-one coaching, group coaching, Board development, and sense-making workshops. Through all of this work, we aim to bring clarity. We help individuals and teams to put the systems and habits in place that enable them to live the life they want to, in the most productive and satisfaction filled way possible. We help our clients to set and achieve goals, and harness and make the most of ambition.

Pathways to Retirement is a structured six-session group coaching programme designed specifically for clinicians who are approaching retirement or considering a transition into a new phase of professional and personal life.

This programme recognises that retirement for clinicians is not simply a financial or logistical milestone - it is a profound identity shift. After years (often decades) of service, purpose, and responsibility, stepping back can bring both opportunity and uncertainty. Through guided reflection, peer discussion, and practical planning, participants will explore what a meaningful and fulfilling “next chapter” looks like for them.

Who This Programme Is For

This programme is ideal for:

- Doctors, nurses, and allied health professionals
- Clinicians within 0 - 10 years of planned retirement
- Those considering phased retirement, portfolio careers, or reduced clinical work
- Individuals seeking clarity, purpose, and confidence about life beyond full-time clinical practice

Programme Objectives

By the end of the six sessions, participants will:

- Gain clarity on their personal vision for retirement
- Explore identity beyond their clinical role
- Understand emotional and psychological aspects of transition
- Identify opportunities for continued purpose (e.g. mentoring, teaching, volunteering, portfolio work)
- Develop a realistic and personalised retirement transition plan
- Build a supportive network of peers navigating similar transitions

Programme Structure

The programme consists of **six interactive group coaching sessions**, each lasting approximately 90 minutes. Sessions are delivered approximately every three weeks to allow time for reflection and integration.

Session Outline

Session 1: Taking Stock – Where Am I Now?

- Reflecting on career journey and achievements
- Identifying current feelings about retirement
- Assessing readiness (practical, emotional, psychological)

- Introduction to group coaching principles

Session 2: Identity and Letting Go

- Exploring professional identity and its evolution
- Addressing fears around loss of role, status, and structure
- Reframing retirement as transition rather than ending

Session 3: Visioning Your Future

- Defining what a meaningful retirement looks like
- Exploring values, passions, and priorities
- Considering lifestyle, relationships, and wellbeing

Session 4: Exploring Pathways

- Options beyond full retirement (e.g. part-time work, locum roles, mentoring)
- Non-clinical opportunities (teaching, leadership, volunteering)
- Creating a balanced and flexible future portfolio

Session 5: Practical Planning and Barriers

- Identifying practical considerations (time, energy, commitments)
- Recognising internal and external barriers
- Developing strategies for overcoming resistance and uncertainty

Session 6: Your Transition Plan

- Creating a personalised retirement roadmap
- Setting realistic goals and timelines
- Building accountability and support systems
- Reflection and programme closure

Programme Approach

This is a **coaching-based programme**, not a didactic course. It emphasises:

- Facilitated discussion rather than instruction
- Reflective exercises and guided inquiry
- Peer learning and shared experience
- A confidential, supportive environment

Participants are encouraged but not required to share experiences and insights. Many find that hearing others' perspectives is one of the most valuable aspects of the programme.

Expected Outcomes

Participants often report:

- Increased confidence about retirement decisions
- Reduced anxiety about the transition
- Greater sense of control and direction
- Renewed excitement about future possibilities
- Stronger connection with peers facing similar challenges

Commitment and Expectations

To gain maximum benefit, participants are encouraged to:

- Attend all six sessions
- Engage actively in discussions and exercises
- Set aside time for reflection between sessions
- Respect confidentiality within the group

Facilitator

The programme is led by experienced coaches with an understanding of the unique challenges faced by clinicians. The facilitators create a structured yet flexible environment that supports exploration, honesty, and forward momentum.

Delivery Format

- Small group format (typically 6–10 participants)
- Delivered online
- Interactive and discussion-based
- Supporting materials and reflective exercises provided

Final Note

Retirement is not an endpoint. It is a transition into a new phase of possibility. **Pathways to Retirement** offers clinicians the time, space, and support to navigate this transition thoughtfully, ensuring that the next chapter is as purposeful and fulfilling as the career that came before it.

Our Group Coaching Approach

Our structured 6-session group coaching programme combines evidence-based career development strategies with the power of peer support and expert coaching. Each session builds on the last, guiding you through a proven framework to shift from confusion to clarity. The programme includes:

- Regular 90-minute group coaching sessions via Zoom
- Workbooks and reflective exercises between sessions
- Tools to identify values, strengths, and purpose
- Real-time peer feedback and supportive accountability

- Led by experienced coaches
- WhatsApp group to offer support between sessions

How to apply

To apply, simply click on the link below, answer a few simple questions, and submit.

<https://eu.surveymonkey.com/r/9CQKJD8>

The closing date for applications is **FRIDAY 8th MAY. Successful applicants will be notified via email by Friday 15th May.**

Please note the dates for this cohort's coaching sessions are:

Tuesday 2nd June

Tuesday 23rd June

Tuesday 21st July

Tuesday 18th August

Tuesday 8th September

Tuesday 29th September

All sessions will take place from 4.30pm until 6pm.