

FINDING WORK-LIFE BALANCE

PLATINUM CAREER COACH: MICHAEL MORAN

BACKGROUND

David had been working at senior level for 20 years. On finishing his full time executive career, there was a choice to be made; he chose to look at where he was financially and believed he needed to work full time for another three years in order to have enough to retire, but didn't want to finish work at 55 and decided he would rather work at lower intensity for a longer time so he could seek out an improved work-life balance a bit earlier than normal retirement age.

In addition, he had a bit of a health scare which made him reconsider his priorities around what he really wanted to do and what was important to him.

He says that, honestly, he was a little bored of just doing the one thing and wanted the more peripatetic way of working and the variety involved in a portfolio career. He felt that for a number of years, his career had been somewhat stalled, where he was doing so much but was not doing any of it well enough, and he wanted more from his working life than that. Quite a lot of things combined influenced David's decision-making process around his career transition.

THE PROCESS

David decided to step back and consider his strengths, he tried to pursue twin strands of NED and consulting work.

The non-executive directorship has proven more difficult; he worked with a headhunter, and secured an NED role.

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The consulting side has gone very well, he has good contacts and on the networking front has worked hard to secure interesting and fulfilling projects. Customers range from large to tiny, all from contacts he already had; that might be a worry for the future, but he has a strong network and maintains relationships with contacts.

OUTCOMES

David feels he does have a better work-life balance, not necessarily optimum, but it has been a steep learning curve, around getting structured and organised. In the first year he took more holiday than ever before and did not allow himself to be disturbed by work.

His new way of working is much better for the family, less stressful, and there are real positives. He feels refreshed and intellectually stimulated. Whilst he doesn't know what the future holds, that is quite exciting.

He has lined up future consulting work with a former boss around a short-term issue and David will join as an interim manager on a fixed term contract. He regards this as manageable but would not want to go back to full time work; this role will be more structured but with time for networking and smaller pieces of work.