

Advance Praise for *Personal Leadership in the Age of No Retirement*

I well recall, as a journalist and campaigner, writing about later life employment back at the start of the 2000s, when it was something of a “new thing”. Then, it was about persuading companies to follow the lead of pioneering businesses like B&Q and tap into the life skills and energy of people in their 50s, 60s and beyond at a time when redundancy programmes systematically culled older staff first, and retirement at a default age could be compulsory.

It was uphill work, and gaining any sort of traction seemed glacial.

How, thankfully, times have changed. Now (through necessity as much as enlightenment) there is a recognition that individuals, organisations and the wider economy benefit through extending working lives.

But how do we convert attitudinal change into meaningful action at a time when employment figures in later life have stalled or even gone backwards?

Clearly, there is still a huge job to do to reset the workplace as somewhere that older people can thrive and continue contributing, and this book puts several important building blocks in place... not least the role leaders need to play within organisations, and how a shift in how individuals themselves view work and their identity within the workplace can make a difference.

This is an exhaustive piece of research delivered in clear language that makes a huge contribution to the massive social need to extend working lives by furthering our understanding of the drivers and mechanisms that can make it possible.

Highly commended reading!

Tony Watts OBE

Longer lives lived will mean longer lives worked. In an age where there will be no retirement, people will have two options: take control and work in a capacity that suits your personal needs, values and motivations or get stuck in a situation which doesn't. This book teaches you the foundations to be CEO of SELF Inc. A book for the intellectually curious, it will guide you through relevant research, asks you questions you need to answer, gives you exercises to explore and it will help you construct healthier foundations for the future. If you're going to work for longer, make sure that time is spent wisely.

**Lucy Standing
Founder, Brave Starts**

Sometimes you come across a book that speaks directly to you, and to the age. This is such a book. With an ageing global population and an ageing workforce, individuals and organisations need to press the reset button on what life and work look like past 65. Rowson and Sloan have produced a superb contribution to the field, which asks the

right questions and offers answers: Important, intelligent and insightful, an essential read.

Prof Jonathan Passmore
Henley Business School, UK

I was intrigued by the ideas in this book. In *Personal Leadership in the Age of No Retirement*, Dr. Tatiana S. Rowson and Dr. Kelly Sloan delve into the emerging phase of life where the concept of retirement is being redefined. As we live longer and healthier lives, this book explores how this new stage impacts work, health, and personal growth.

The authors present a sustainable leadership model that encourages individuals to rethink their career paths and adopt a more fluid approach to integrating work and life. With a mix of scientific insights and practical strategies, this guide is essential for those looking to navigate this transformative era.

Rowson and Sloan leverage their expertise in personal development to offer a new resource for anyone aiming to take new, fascinating, directions in their lives, where the boundaries of work and retirement continue to blur.

Jonathan Foster-Pedley
Board Chair, Association of African Business Schools

Personal Leadership in the Age of No Retirement is an exceptional book for anyone contemplating their next chapter in life. It inspires and challenges conventional views of retirement by presenting robust frameworks for those seeking meaningful careers and fulfilling lives after 65. Tatiana Rowson and Kelly Sloan skillfully integrate research with practical application, offering readers actionable insights grounded in the latest theories. As you embark on this personal journey, you'll be gently encouraged to examine your own beliefs and assumptions. The book illustrates how individuals can successfully leverage their experiences and passions to create rewarding second acts. *Personal Leadership in the Age of No Retirement* is not just a guide; it's a groundbreaking exploration of the potential that later life careers can offer to individuals and to society.

Annu Matula
Executive Coaching

In this time of living longer and important questions around retirement, we must ask ourselves how to move forward and how we need to act now to be able to move into a society, a work environment, and an economy that is sustainable for many years to come; where people of all ages feel welcome, respected, engaged, fulfilled and challenged. Individuals, organisations and government, at all levels we need to prepare ourselves. The current system and old models may have worked in the past, but it is not the way to move forward.

We not only need to redesign the system but we also all need to take responsibility to redesign our future. A future with constant transition into the next phase of our

lives, where we stay active much longer, to be part of the economy, to earn an income for many more years: the age of no retirement. We must take leadership of our own life, to be able to adapt to the inevitable changes we will be facing on the way.

The Sustainable Personal Leadership Model, created by Tatiana and Kelly, will guide more and more people on their journey of continuous transformation and to live a life with no regrets! Great publication and of huge value in this time of increasing longevity!

Ingun Bol-de Bock

**Creator of Wise Move Society, the online community
for the over50 where we connect, share, learn, evolve and create!**

Tatiana and Kelly bring a wealth of knowledge and practical insights to the increasingly important topic of sustainable personal leadership. Their approach recognises that longevity requires not just a change in how we think about retirement, but a fundamental shift in how we lead our lives and careers. The book offers a refreshing and comprehensive perspective, combining rigorous academic research with accessible, practical strategies designed for the reader to take ownership of their development.

Through their focus on personal leadership, Tatiana and Kelly challenge traditional notions of career progression and retirement, advocating for a more flexible, self-directed approach. This aligns closely with the values we promote at Henley Business School, where personal development is a cornerstone of our educational philosophy.

Personal Leadership in the Age of No Retirement is an essential read for anyone looking to navigate the complexities of a longer working life with purpose and resilience. I highly recommend it to professionals and educators alike.

Dr Chris Dalton

**Associate Professor of Management Learning
Henley Business School**

