

career paths reimagined.

Specific considerations for those in the more mature stages of their career:

1. Redefine career objectives for flexibility

- Move away from traditional full-time roles and explore fractional, portfolio, or advisory positions. These options align with evolving organisational structures and allow you to leverage your expertise without the constraints of a rigid schedule.
- Consider micro-retirements or career breaks to extend your working life while maintaining well-being.

2. Embrace continuous learning and technology

- Stay consciously competent with emerging technologies such as AI, data analytics, and automation. While you don't need to become a technologist, understanding how these tools impact your role is essential.
- Focus on skills that AI cannot replicate such as curiosity, ethical judgment, and storytelling.

3. Position yourself as a mentor and coach

- Use your experience to accelerate the development of younger professionals. Coaching and mentoring are highly valued in diamond-shaped organisational models and help maintain relevance while contributing to the profession's future.

4. Plan for longer economic activity

- Recognise that working lives are lengthening due to demographic changes and economic necessity. Financial planning for an uncertain world is critical—consider strategies for income diversification and resilience.
- Explore gig or project-based work to maintain flexibility and income streams.

5. Align with organisational purpose

- Organisations are moving toward purpose-centric and sustainability-driven models. Upskill in areas such as sustainability reporting and assurance and value-based performance management to remain relevant and open new career opportunities.

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