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Is Flexirement the New Retirement?



Retirement can be ruthlessly final for some. And while ageism remains alive and well within workplaces, losing the most experienced workers can be a loss to the company that's employed them too.

But the goalposts around what retirement looks like are shifting. Roughly 1 in 6 retired Americans are considering

returning to work, according to a recent study from Payroll and HR services platform Paychex. The top reasons cited by people surveyed for the report were "personal reasons" (57%), "needing more money" (53%) and "getting bored" (52%). "Feeling lonely" (45%) and "inflation" (45%) rounded out the top five reasons for considering employment again.

Progressive employers are preparing for this by offering more cohesive health benefits, flexible work schedules including PTO for days to spend with grandchildren, and destroying harmful stereotypes that say older workers don't want to learn. And some are now offering "flexirement."

Instead of a full-blown retirement when you reach 62 years old and can collect social security benefits, “flectirement” allows an employee to move to a more part-time role and eventually shorten the number of hours worked over a certain time period until they officially retire. Instead of working a full 40-hour week, that person might switch to only half that, leaving them time to begin to enjoy retirement.

Check out the full article to learn more about “flectirement”!

Source: Cloey Callahan, WorkLife

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5 Things You Need to Know About AI in TA Right Now

It's fair to say that 2023 has been an interesting year for talent acquisition (TA).

TA professionals now find themselves sitting in an unwanted or unexpected new role, learning all about artificial intelligence and how it can help them hire faster.

They're getting asked about it from all angles: managers, hiring managers, and even candidates. All of a sudden there's a new world of AI to learn and adopt; it's only fair that these TA professionals have questions about what their role is shaping into.



For as complex as AI can seem at times, it's also only as complicated as you let it be. For those in talent acquisition, you don't really need to fully grasp the inner labyrinthine workings of natural language processing – you just need to know how AI specifically relates to what you do on a daily basis, and how it can make things easier. Click [Read Full Story](#) below for a deep-dive of the five things that are important to know.

Source: Adam Godson, President & Chief Product Officer, Paradox

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How to Take Extended Time Off as a Leader



While many businesses offer extended leave, their owners or leaders rarely take that option. Should more leaders consider going on sabbatical – and how can they ensure that things run smoothly in their absence?

In August, Vice Media's Chief People Officer, Daisy Auger-

Dominguez, ended the internal email announcing her departure from the company by saying that she was going on a "radical sabbatical". She has since described her prolonged time out from the business world as "rejuvenating", but not everyone in the C-suite feels so able to take extended leave.

It's particularly rare for an owner or CEO to go on sabbatical, for instance. The leader, usually the public face of their company, is accountable to the board of directors and shareholders, carrying the can for all key business decisions. Given the weighty responsibilities of the role, it would seem hard for the holder to justify taking much more than a couple of weeks off at a time.

Could a sabbatical be a realistic option for you? Read the full article for all the information!

Source: Sam Forsdick, Raconteur

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6 Tips for a Smoother Holiday Season

In an industry where guest satisfaction, positive reviews, and word-of-mouth recommendations are paramount, the holiday season becomes a critical period; a single negative experience can deter customers permanently.

The holiday season places substantial demands on the hospitality industry. Restaurants and hotels experience a sudden influx of demand, coupled with last-minute reservations and special requests.

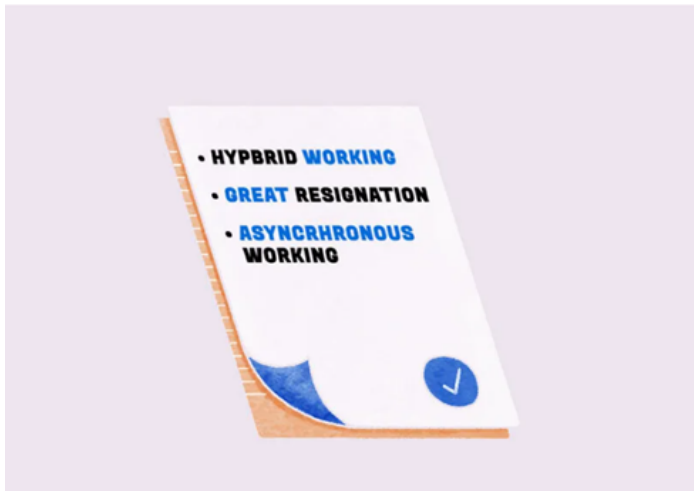


To navigate this challenging period, it's essential to have strategies in place that streamline operations, alleviate stress, and ensure a seamless experience for both your staff and customers. Here are some valuable tips to help you stay ahead during the holiday rush and meet holiday demand.

Source: Atif Siddiqi, Founder and CEO, Branch

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Worklife Glossary - Workplace Terms You Need to Know



It's official: we've broken the mold on traditional work structures. How, when and where we work has changed – some would say irrevocably – over the past year or so.

To make sense of these new developments, a bunch of newfangled terms have edged their way into daily conversations.

Read through the complete list of terms found here!

Source: WorkLife Editors

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Wednesday, Nov 8 | 8:30am



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