

PREPARED FOR

Manas – Center for Mental Wellness & Counselling

Midlife Professional – A Workplace Wellness Guide

Supporting Your Most Experienced Employees

Presented by Dr. Priya Dubey Sharma

Manas – Center for Mental Wellness & Counselling

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Programme Overview

Midlife professionals represent a critical segment of your experienced workforce, often facing unique challenges such as burnout, disengagement, or identity shifts. This programme equips HR, talent development, and senior management with the insights and strategies to effectively support this vital demographic.

Learning Objectives

- ✓ Understand the distinct psychological and professional experiences common among midlife professionals, recognising how these impact their workplace behaviour and overall contribution.
- ✓ Identify the specific factors that contribute to burnout and disengagement in experienced employees, moving beyond the assumption that seniority offers immunity.
- ✓ Learn practical strategies for fostering meaningful work and re-engagement among midlife professionals, thereby enhancing their job satisfaction and productivity.
- ✓ Develop skills to effectively manage generational dynamics within mixed-age teams, promoting collaboration and mutual respect.
- ✓ Acquire evidence-based approaches for retaining and invigorating experienced talent, ensuring their continued value and commitment to the organisation.
- ✓ Recognise the importance of a supportive organisational culture in addressing the well-being needs of midlife professionals and its impact on business outcomes.

WHO SHOULD ATTEND

This programme is designed for HR professionals, talent development specialists, and senior managers responsible for employee well-being, performance, and retention within organisations.

Programme Content

1. What Midlife Professionals Actually Experience at Work

Midlife professionals often grapple with a complex interplay of career plateaus, evolving personal responsibilities, and a re-evaluation of life goals. This stage can manifest as decreased motivation, increased stress due to caregiving duties, or a feeling of being undervalued despite extensive experience. Understanding these nuances is crucial for creating an environment where they feel seen and supported, preventing potential disengagement that impacts team dynamics and productivity.

 **Activity:** Group discussion on common midlife workplace stressors.

2. Why Experience Does Not Protect Against Burnout

Contrary to common belief, years of experience do not immunise professionals against burnout; in fact, it can sometimes exacerbate it. Sustained high performance, constant adaptation to new technologies, and the weight of leadership responsibilities can lead to chronic stress. This session explores the specific triggers for burnout in experienced individuals and highlights why organisations must proactively implement well-being initiatives that go beyond basic stress management.

3. Meaningful Work and Re-engagement Strategies

For midlife professionals, a sense of purpose and continued growth is paramount. This section delves into how to infuse their roles with greater meaning, whether through challenging projects, mentorship opportunities, or pathways for skill development. We will explore evidence-based techniques to reignite passion and commitment, ensuring that their valuable experience continues to be a driving force for organisational success and personal satisfaction.

 **Activity:** Brainstorming session for re-engagement ideas.

4. Managing Generational Tension in Mixed-Age Teams

Organisations today feature a diverse range of age groups, which can sometimes lead to misunderstandings or friction between generations. Midlife professionals may feel their expertise is overlooked or that younger colleagues lack respect for established processes. This module provides practical tools for fostering intergenerational understanding and collaboration, transforming potential tension into a source of innovation and shared learning.

 **Activity: Role-playing scenarios on generational communication.**

5. Retaining and Reinvigorating Experienced Talent

Retaining midlife professionals is not just about preventing attrition; it's about leveraging their accumulated wisdom and skills for long-term organisational benefit. This session focuses on creating tailored retention strategies, including flexible work arrangements, opportunities for leadership transition, and recognition programmes that acknowledge their significant contributions. The goal is to foster an environment where experienced employees feel valued, motivated, and eager to continue their career journey within the organisation.

6. Building a Supportive Organisational Culture

A truly supportive culture acknowledges the multifaceted lives of its employees, including the specific needs of midlife professionals. This involves promoting open communication about well-being, offering resources for personal and professional development, and encouraging leaders to champion a balanced approach to work. By cultivating such an environment, organisations can significantly enhance employee loyalty, reduce turnover, and foster a healthier, more productive workforce.

 **Activity: Developing a culture assessment checklist.**

Action Plan

Concrete steps for implementation.

Action	Owner	Timeline	Notes
Conduct an internal survey to gauge the specific needs and challenges of midlife professionals.	HR	Week 1	Ensure anonymity to encourage honest feedback regarding career satisfaction and well-being.
Develop targeted workshops on burnout prevention and stress management for experienced employees.	Talent Development	Month 1	Incorporate strategies discussed in the programme, focusing on practical application.
Implement mentorship programmes pairing midlife professionals with emerging talent.	Manager	Week 2	Define clear objectives and guidelines for both mentors and mentees.
Review and update performance management systems to ensure they value experience and continuous development.	HR	Month 1	Focus on feedback mechanisms that acknowledge long-term contributions and growth potential.
Create forums for intergenerational dialogue and knowledge sharing within teams.	HR/Manager	Month 2	Facilitate discussions that promote understanding and mutual respect between different age groups.
Establish flexible work policies and career pathing options relevant to midlife professionals.	Leadership	Quarter 1	Communicate policy updates clearly and provide support for employees exploring new career trajectories.

About Manas



Dr. Priya Dubey Sharma

Founder & Consulting Psychologist | Applied, Organizational & Behavioural Psychologist | PhD | 18+ Years

Dr. Priya Dubey Sharma brings 18+ years of applied psychology to corporate wellness. She has worked with SBI, educational institutions, and corporate teams across India. Her evidence-based approach combines CBT, mindfulness, and culturally contextualised psychology for measurable outcomes. She is the creator of the Performance FOMO Index™ and the High-Functioning Distress Framework™.

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A MSME-registered organisation dedicated to evidence-based mental wellness.

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