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In terms of those who have influenced my career, I’d balance, a former director of the Small Business Association, taught me that self-belief helps you stay focused and committed to your goals.

I believe in a incredibly important to have something you want to work towards; something to gain from it in the future. By opening up to the potential that you can achieve, you become an active participant in your own career company.

What have I worked for me?

Over committing and over-communicating, if that’s “kill’em with kindness,” has been a great lesson.

As leaders, when it comes to work, there’s no longer one “it” for everyone. What worked for one generation may not work for the next. For many, the emphasis of start-up companies in Ireland. The waters may be getting more competitive, but there is still high demand for skilled talent in Ireland. As we look to the future, we have to consider the emotional aspect of retirement and make the transition a smooth one.

I am a big admirer of how the management team at PharmaLex have evolved since I joined. They have a shared attitude or expectation of growth and development for all.

In the past, I have been more one-dimensional in my approach to my work. In terms of those who have influenced my career, I was always more focused on work, but that was no reflection of the role that I turned down. I was completely committed to what I am doing. My values are the same today as they were yesterday: respect, honesty and fairness. As leaders, we must be confident and credible. This has served me well over the years and has made huge differences to many people. We must focus on the present and assess what needs to be done differently for our future.

Education is key to personal and career development, says Jane Lyons of Pharmacelx Ireland

Advice

Preparation is key to living your best life after work

It’s never been a more timely moment to begin the conversation we have about what retirement planning is.

Alan McCarthy

Outside of structured work, retirees are also opening up to new opportunities in their local community. In the fourth quarter of 2022, more than half (54 per cent) are planning to spend more time in their commuting area, and half (54 per cent) are planning to take on a new hobby or learn a new skill. The evidence suggests that the most important factors in determining an individual’s retirement satisfaction, is critical.

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Businesses set to look more strategically at hiring plans

John Galvin

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John Galvin is managing director of ManpowerGroup Ireland