

OPPORTUNITIES, ACTIONS, ADDITIONAL RESOURCES  
[http://icma.org/en/ca/programs/encore\\_senior\\_managers/resources](http://icma.org/en/ca/programs/encore_senior_managers/resources)

JOB RESOURCES OFFERED BY GOVERNMENTAL AGENCIES:

**Regional Government Service JPA** (<http://www.rgs.ca.gov>)

**Muni-Link** (<http://www.cacities.org/munilink>)

JOB RESOURCES OFFERED BY CONSULTING FIRMS\*:

**HdL** (<https://www.hdlcompanies.com>)

**Kelly Associates Management Group** (<http://ka-mg.com/>)

**Management Partners** (<http://managementpartners.com/>)

**Urban Futures** (<http://www.urbanfuturesinc.com/>)

\*Please note this list is provided as a reference. The Committee is not able to offer any endorsements.

WAYS TO GIVE BACK OUTSIDE WORK:

**Activities**

- Be a coach for people earlier in their careers (see the Cal-ICMA Coaches Gallery; <http://icma.org/en/ca/programs/coaching>)
- City/County Manager in University Residence program ([http://icma.org/en/ca/programs/manager\\_in\\_residence/overview](http://icma.org/en/ca/programs/manager_in_residence/overview))
- Teach
- Write
- Serve on local nonprofit board
- Volunteer to serve as a resource for an Institute for Local Government program area (<http://www.ca-ilg.org/>)

READING MATERIAL:

**Books**

2016 ICMA Advisory Board On Graduate Education; *Managers as Teachers: A Practitioner's Guide To Teaching Public Administration*. 3<sup>rd</sup> edition. ICMA, 2016.

Block, Peter; *Flawless Consulting--A Guide to Getting Your Expertise Used*

Bridges, William; *Transitions*

Crowley, Chris and Lodge, Henry S., MD; *Younger Next Year*

Freedman, Marc; *Encore: Finding Work That Matters In the Second Half of Life*

Gardner, John W.; *Self-Renewal*

Hudson, Frederic; *The Adult Years*

Leider, Richard J. and Shapiro, David A.; *Repacking Your Bags*

Leider, Richard J. and Shapiro, David A.; *Claiming A Place At the Fire*

Leider, Richard J. and Webber, Alan; *Life Reimagined: Discovering Your Life Possibilities*

Zelinski, Ernie; *How To Retire Happy, Wild and Free*

## Articles

- Benest, Frank: "Keeping the Passion Alive" (*Public Management Magazine*; Oct, 2006; <http://webapps.icma.org/pm/8809/public/feature2.cfm?author=Frank%20Benest&title=Keeping%20the%20Passion%20Alive%3A%20Some%20Lessons%20from%20My%20Personal%20Journey>)
- Benest, Frank: "Renewing the Profession Through Next Phase Managers" (*Public Management Magazine*; Aug, 2007, accessible through <http://icma.org/en/Search?s=%E2%80%9CKeeping%2Bthe%2BPassion%2BAlive%E2%80%9D%2B>)
- Encore.org: "Looking for an Encore Career? The Guide to Finding Work That Matters," 2009 (follow the cite to download from <http://www.fastcompany.com/1489359/how-work-more-meaningand-get-paid>)
- Farrell, Chris: "Older Job Seekers Find Ways to Avoid Age Bias" (*New York Times*, Jan 15, 2015) ([http://www.nytimes.com/2015/01/17/your-money/older-job-seekers-finds-ways-to-avoid-age-bias.html?\\_r=0](http://www.nytimes.com/2015/01/17/your-money/older-job-seekers-finds-ways-to-avoid-age-bias.html?_r=0))
- Finch, Peter: "Countdown to Retirement: A Five-Year Plan" (*New York Times*, July 6, 2018) ([https://www.nytimes.com/2018/07/06/business/retirement-five-year-plan.html?em\\_pos=small&emc=edit\\_my\\_20180709&nl=your-money&nl\\_art=3&nlid=75108639emc%3Dedit\\_my\\_20180709&ref=headline&te=1](https://www.nytimes.com/2018/07/06/business/retirement-five-year-plan.html?em_pos=small&emc=edit_my_20180709&nl=your-money&nl_art=3&nlid=75108639emc%3Dedit_my_20180709&ref=headline&te=1))
- Giese, Jeff: "Design a Retirement That Excites You" (*Harvard Business Review*, Nov 17, 2015) (<https://hbr.org/2015/11/design-a-retirement-that-excites-you>)
- Hampion, Ken: "The Good Exit" (*Public Management Magazine*; Dec, 2010; <http://webapps.icma.org/pm/9211/public/cover.cfm?author=Ken%20Hampian%20and%20Katie%20Lichtig&title=The%20Good%20Exit>)
- Helmich, Nanci: "Avoid the shock: How to ease into retirement" (*USA Today*, Jan 18, 2015; <http://www.usatoday.com/story/money/2015/01/18/easing-transition-retirement/21815141/>.)
- Hellmich, Nanci: "Retired Baby Boomers face emotional adjustments" (*USA Today*; Feb. 3, 2015; <http://www.usatoday.com/story/money/2015/02/03/baby-boomers-retirement-emotional/22799155/>)
- Knight, Rebecca: "Plan a Satisfying Retirement" (*Harvard Business Review*, Sept 2014 on-line) (<http://blogs.hbr.org/2014/09/plan-a-satisfying-retirement/>)
- O'Rourke, Kevin; Garvey, Michael; Wood, Rod; and Benest, Frank: "Encore! Encore!" (*Public Management Magazine*; Feb, 2012; accessible through <http://icma.org/en/Search?s=%E2%80%9CEncore!%2BEncore!%E2%80%9D%2B>)
- Rosenstein, Bruce: "5 Ways To Infuse Meaning in Your Second Act." (<http://www.nextavenue.org/article/2014-10/5-ways-infuse-meaning-your-second-act>)

- Walker, Rob: "When Early Retirement Turns Into a Total Bore" (*New York Times*, Feb 16, 2018) ([https://www.nytimes.com/2018/02/16/business/early-retirement-a-total-bore.html?em\\_pos=small&emc=edit\\_my\\_20180220&nl=your-money&nl\\_art=7&nlid=75108639&ref=headline&te=1](https://www.nytimes.com/2018/02/16/business/early-retirement-a-total-bore.html?em_pos=small&emc=edit_my_20180220&nl=your-money&nl_art=7&nlid=75108639&ref=headline&te=1))
- Wittenberg-Cox, Avivah: "Learn to Get Better at Transitions" (*Harvard Business Review*, July 5, 2018) (<https://icma.org/cal-icma/encore-manager-senior-manager-resources>)
- Wong, Kristen: "Why Time Feels Like It's Flying By (and How To Slow It Down)" (<http://lifehacker.com/why-time-feels-like-it-s-flying-by-and-how-to-slow-it-1745852093>)

#### **White Papers (from the Encore Manager Committee)**

- "So you want to be an Interim Manager" (<http://icma.org/Documents/Document/Document/307166>)
- "So you want to be a Consultant" (<http://icma.org/Documents/Document/Document/307165>)
- "So you want to be a University Professor" (<http://icma.org/Documents/Document/Document/307167>)
- "So you want to be a Non-profit Executive" (accessed through [http://icma.org/en/ca/programs/encore\\_senior\\_managers/resources](http://icma.org/en/ca/programs/encore_senior_managers/resources))
- "When do I know it's time to leave?" (accessed through [http://icma.org/en/ca/programs/encore\\_senior\\_managers/resources](http://icma.org/en/ca/programs/encore_senior_managers/resources))

#### **WEBSITES:**

##### General Resources and Advice

**Degrees For the Greater Good** (advice on matching academic background to nonprofit and volunteer opportunities) (<http://www.affordablecollegesonline.org/college-resource-center/volunteering-nonprofit-degrees/>)

**Encore Careers** (resource for second careers) [www.encore.org](http://www.encore.org)

**Entrepreneur** (advice for seasoned workers thinking about changing careers, or seeking encore careers) (<http://www.entrepreneur.com/>)

**Life Reimagined** (advice on discovering new opportunities for your next life phase) (<http://www.lifereimagined.aarp.org>)

**Making a Difference through Volunteering and Nonprofit Careers** (advice on volunteering and nonprofit work broken down to different area of activity) (<http://www.learnhowtobecome.org/volunteer-and-nonprofit-careers/>)

**Next Avenue** (advice for retirees, including those looking for work) (<http://www.nextavenue.org/>)

**Second Act: How to Start an Encore Career After 50** (advice to those thinking about changing careers after the age of 50) <http://www.moneygeek.com/careers/encore-careers/>

**RealizeRetirement (ICMA-RC)** (advice on financial planning before and during retirement) <http://www.icmarc.org/>

**RetiredBrains.com** (advice for retirees, including those looking for work) <http://www.retiredbrains.com/Home/default.aspx>

**Retirement Jobs** (job resource; also some advice) <http://www.retirementjobs.com/>

**Retirement Revised** (devoted to all things retirement, including encore career advice) (<http://retirementrevised.com/>)

**Wall Street Journal Report on Retirement** (advice on several relevant topics, including finances) (<http://online.wsj.com/public/page/journal-report-retirement.html>)

#### Job-related

**Common Good Careers.org** (socially beneficial job listings) (<http://commongoodcareers.org/>)

**Idealist.org** (volunteer and paid socially beneficial job listings) (<http://www.idealist.org/>)