

TRANSCRIPT – THE WORDWISE COACHING PODCAST

SERIES 2 EPISODE 6: The Odyssey Programme WITH JANE MOFFETT AND ED WILLIAMS

Rachel Goodwin 00:00:03

Hello, I'm Rachel Goodwin, an executive coach and host of the Wordwise Coaching podcast. Regular listeners will know that I normally have one guest, but today it's a bit different. I'm joined by two colleagues I've been working with over the past year, Ed Williams and Jane Moffett. And we're here to tell you all about a new project that we're launching. The Odyssey program centres around an area that we're all interested in. It builds on work we've done with clients for a long time, but this offers something different. We're launching a program to support people who are in later career and thinking about what's next, or who are navigating life beyond a full on career. The central part of the program is a retreat, and the aim is to bring people together and create a community to explore and navigate this incredibly rich life stage. I'm joined by Ed, who's a highly experienced executive coach, and his work is informed by a very successful 25 year corporate career at M&S, as well as his varied involvement in setting up, supporting and volunteering for a range of charities.

Rachel Goodwin 00:01:10

Ed is also the catalyst for the Odyssey programme as it was his idea. Jane is an executive coach and director of Kangaroo Coaching. She works with organisations to support their employees through key life transitions such as parental leave. Jane is also a researcher, writer and provides services to Henley Business School. Her excellent book, What Next? The Savvy Women's Guide to Redefining Retirement, was published on September the 9th this year. You may have heard a separate podcast episode with Jane where we discussed her book. We're very excited to launch the Odyssey program, so let's get on and tell you all about it. So welcome, Jane and Ed and, can we start by diving straight in and hearing about what's drawn you to this project. Editor. Maybe you'd like to kick off.

Ed Williams 00:02:04

Yeah, sure. Well, Odyssey feels really personal to me. I first became interested in life after a full on career nearly 20 years ago now, and that was about a couple of years after I ended my corporate career at Marks and Spencer and leaving M&S actually coincided with a milestone birthday and the start of a new decade for me, which I felt to be simultaneously both really exciting and yet somewhat unsettling. It was a very significant transition point for me, and although I'd been building up to it for about five years, I went through a huge amount of personal reflection and sort of experienced many of the themes we've built on with the Odyssey program, you know, loss of identity, loss of structure, loss of purpose, but

actually without anybody to help me with the thinking and many of the emotions I was experiencing around the end of a long corporate career were actually not dissimilar to the huge loss actually I experienced following my partner's sudden and unexpected death about three years earlier. And so for me, the experience of loss and renewal and rediscovery are really key threads and themes that we shouldn't ignore.

Rachel Goodwin 00:03:31

I do think that's so valuable and it's really come through in our preparation. The contrast between that full on career and what you've built since, and I think participants are going to really find that very helpful, that you've got that very genuine lived experience of all of that transition process.

So I think it's very reassuring for people to hear about that. Yeah. And, Jane, do you want to share with where you're at and what's drawn you?

Jane Moffett

Yeah, certainly. I mean, I've always been really interested in when the professional and personal intersect in people's lives. And with any type of coaching, it's about that whole person. Everything comes into the coaching. And I'm also interested in the difference of crunch points where people go through transitions. So when they become a parent and a new parent employee, the sense of a change in identity, of gains and losses, of who am I now and who am I at work? And then more recently, I've been really interested in that transition to stopping work and the impacts, like you were saying, Ed, about on identity, on purpose. And all the people I interviewed for my book were talking about that from a variety of angles. So for some of them, some of those things were really pertinent, and for others, other things were really pertinent.

Rachel Goodwin 00:04:50

And so bringing all of this into the program that we've designed will mean that people will find that the things that are worrying them or that they're finding challenged, that will be covered in in the course of the of the time that we spend together. Fantastic. Yeah. And I think it's really interesting, you know, this theme that you've had about where work intersects life because so often in coaching, you know, people try to to make that divide, don't they. But you know, we cover this in coaching but that's outside the the remit. And you can't do that because people are at work. So so I think that is incredibly relevant for for what we're doing. And I think for me, this reflection and interest started when I read the 100 Year Life by Andrew Scott. And what that really prompted was me starting to realize that I'd made an awful lot of assumptions about later life, just from losing parents quite early, not really having role models who'd had the opportunity to have a really full later life.

Rachel Goodwin 00:05:58

I think I'd probably assumed that was going to be the situation for me, and getting more immersed in it over recent months has really felt like a period of renewal already, actually, because I feel really excited. It's like someone said, oh, here you go. You've got this whole extra chapter in your book. And I know that there's no I think one has to be realistic. I know there's no guarantees. You know, you can't know exactly how long you're going to live. But I think I have moved away from fearing the worst to planning for the best. And that feels very different. And it's already impacted my daily routines and kind of my outlook. So I feel really excited about tapping into that with other people and even the research conversations that we've had, I've so enjoyed because it definitely feels that this isn't a topic that is widely discussed because everyone I've raised it with, it's sort of been like, oh yeah, actually, you know, that has been on my mind. And one of the areas we covered in the interviews with people was, are you talking to anyone else about this? And a lot of the time people aren't really or they don't quite know how to.

So I think creating that space for people to have those conversations is going to be really, really rich.

Ed Williams 00:07:20 Yeah.

And those research discussions we've had have been so insightful, haven't they.

Rachel Goodwin 00:07:25 Yeah.

And I think it's really inspired us because we've thought, yes, this is something this is needed and people really want to engage with. So it's been helpful on on many levels. So should we move on to start thinking about why you think this sort of support is needed. Jane, do you want to kick off on that?

Jane Moffett

Yeah. I mean, I think this is a really big psychological transition. And always the focus seems to be on the financial side of retiring and also about, you know, not being at work and being able to go on lots of holidays and being free to do lots of things. And there isn't a focus on the fact that it's a process that can take several years and can be challenging for people. So, you know, research shows that there can be a decline in wellbeing by up to 30%. Now, that's not really talked about. So actually, if you're feeling that way that you're a bit adrift and you're not quite sure how to get more meaning into your life, you can feel quite isolated. So bringing people together in a community so they can discuss that so they can think, oh, it's not just me. And certainly the people that I've worked with when I've

run courses for people at this life stage have found it really fantastic. They've been with other people at that same life stage at the same time, and that's really given them a sense of community and that they're not alone in what they're feeling.

Rachel Goodwin

Yeah. Yeah. I think that sense of being able to have a shared experience, because I know on the women's program that that I run, it is the it's the learning from each other, the sharing and the understanding that people aren't alone. That is transformational. Really. Yeah. So so I think and what we're doing, the combination of very much that focus on community, but also the 1 to 1 support is the ideal scenario really.

Rachel Goodwin 00:09:25 Yeah. Yeah. Thanks very much, Jane. Ed, what would you say, you know, about why you think this support is needed?

Ed Williams 00:09:34

Well, you know, having worked with so many senior leaders in my coaching work in the past, whatever the agenda is that they bring to the coaching, inevitably those clients of mine who are in their sort of mid to late 50s, the conversation usually just moves on to what next, you know? And and for many it feels a bit of a crisis. But you know, really it's just a normal inflection point for people at this stage in their lives. and, you know, the thing is that for many people who've had full on careers, it's more than just sort of it becomes more than the title, the achievements, the responsibilities that they've had and is a sort of need to tell a fuller story because something deeper inside begins to call and, and therefore there's a real need to take some time to step back, reflect and to think about the next phase of their lives.

Ed Williams 00:10:49 So I think this is this is a really, really important opportunity for people to start thinking about the transition and then the the transformation. and, you know, transitioning can feel very, very unsettling when you haven't got the structure that you're used to having. And for many people, ambiguity is very, very uncomfortable. and without conscious reflection, without taking some very intentional time out to think, leaders, can sort of slide into roles and commitments and other activities that don't really align in with who they are and who they want to become. so there are very few environments that exist where people can really hit the pause button, reflect in an open, honest, authentic way, and be guided through some of the questions that need to be asked without judgment, without pressure.

Rachel Goodwin 00:12:02

Yeah. Yeah. And also, I think the other thing that that I've been reflecting on a lot, just because we've been so immersed in this area for the past few months, is that people talk about the demographic shift that's happening, or and I don't think there's a huge awareness of it, but the fact that very soon there's going to be more people over 50 than the younger generation.

Rachel Goodwin 00:12:28

You know, there's going to be this massive shift. And it's referred to nearly always as this burden, the burden of older to people, whereas there is a huge economic opportunity there that's also kind of being recognized through research but isn't talked about very often. And I think it's really inspired me to think, yes, you know, people are living longer. A lot of people are living healthier lives, and you can do a lot to increase that opportunity. And so why not embrace that and see it as an opportunity rather than this terrible kind of catastrophe that's around the corner. And only this morning on the radio, there was talk about it and the fact that governments don't want to talk about it, because raising the pension age is very unpopular in the short term. The person that was talking about it said, they'll get all the pain and none of the gain because that comes further down the line. So it's a really tricky subject. And I think if people have a deeper understanding of it, it's then they can really believe that they can make a contribution, and they can reap the benefits of this extended period of being able to give back, or being able to try something new or being able to work at a different pace.

So I think it's really exciting to think about all of that potential. Yeah, I think that there could be way more choice than we've ever had in the past. If organizations really decide to think carefully about what they need and how they can use people within the organization at all different levels and all different ages. Yeah, yeah, because I've worked with organizations who have had, you know, a kind of 60 and that's it. And I think that they are, you know, shifting around that a bit. But I've been astonished to be working with people who have been in the organization for years, have huge connections within the markets, huge experience. And, and it's just walking out the door. It just it just really doesn't make any sense.

Ed Williams 00:14:37

Yeah. The wisdom, the knowledge that's then just, you know, forgotten about and then, so much can be tapped into what people with long working lives can, can bring to younger colleagues, you know, and help support and mentor and so on.

Rachel Goodwin 00:15:02 Yeah, yeah. And also then there's the the transferred benefit of spending time with younger people and learning and, you know, and making people work in tandem. I mean, we've got a bit of an example of it today in that my son is doing all the work. And so, you know, he's obviously picking up all of our incredible wisdom and we're benefiting from the tech expertise. But that that exchange I think is something that we really need to be making more of.

Rachel Goodwin 00:15:34 and in the corporate sector, I think the understanding is you get to the top and you work flat out and you dedicate your life to it, and then you fall off the cliff edge. And I think with some creativity, there has to be waves of, of kind of you refer to it, Jane, as what the term you use about the glide out of that full on career rather than the kind of right over the cliff. Yeah. Shall I just sort of talk through then a bit about what the Odyssey program is? So it's going to span about four months, and it would start with an introductory 1 to 1 coaching session so that we can really kind of understand what stage this particular person's at, what they're looking for, and find out a bit about how we're going to support them throughout this process and then we'd send out preparation work and reading so that they can start to explore some of the areas that we've been looking into, and they'll arrive with some initial thoughts. And then the retreat itself will run from a Friday afternoon to a Monday lunchtime at an amazing retreat venue in Somerset, which we are. We've been to sea and were desperate to get back there because it is breathtaking, isn't it? Yeah, I mean, and we took a long time to find it, didn't we? Because we had in our head that we wanted something rural, we wanted something comfortable. And this just as soon as we got there, we were like, this is it. It was very, very exciting, wasn't it? I mean, I would defy anyone to spend time there and not get benefits.

Ed Williams 00:17:15 It's beautiful. Yeah. There's something also about being in nature which sort of taps into, some deeper thinking, you know, and, and and for people who've been working, as you say, so flat out this is just you arrive at this venue and, God, you breathe. Yeah. And you can relax and you can start being yourself without any pressure.

Rachel Goodwin 00:17:44

Yeah. And also the, the absolute clincher was the swimming lake for you to get your boat in there. And so about 4 to 6 weeks after the retreat, there'll be another, longer 1 to 1 coaching session so that we can check in, see how people are doing and support them, you know, provide additional resources or whatever. And then about three months after the retreat, we're all going to meet up again, probably in London. And we're going to reflect again in small groups about what people have been doing. We'll get some additional input from our guest speaker that day. And really the aim is to really try and embed that

community and start the network of people who are going to continue to share their experience with us.

Ed Williams 00:18:35

And that will be for the best part of the day. What that that three month reconnection.

Rachel Goodwin 00:18:40 Yeah, yeah. And we added that in actually sort of later in the design didn't we because we realized that I mean, one of the things I really noticed is when I run programs that people are so attached to the group and they can start off with very strong intentions about staying in touch, supporting each other because they've had so much out of the relationship. But it's difficult unless there is some structure around it, so we're very keen to really build that because there are going to be ongoing relationships that are going to be very, very fruitful. I mean, ideally for years to come. So that's why we've added that in. You've touched on this, Ed, but just say a bit more about because you were very specific when you approached me with this idea that you were saying it was definitely a retreat that was going to be at the heart of it. So why do you think a retreat is the right input at this stage?

Ed Williams 00:19:41

Well, I think, you know, as I as I said before, it's really important for people to get away from a to get away from their normal environment and, and for people who've had these full long careers, it's been it's been full on the pace. The energy expended is what people have been actually used to. So taking people away. Stepping away from the noise gives people a much needed opportunity to really hear themselves think. And that's why the retreat is very much the central pillar Propeller of this program and, you know, real transformation. And we are talking about helping people think about who they want to be, who they want to become in this next phase of their lives. Real transformation doesn't happen in an hours teams call. You know, it just doesn't. It takes time. Jane referred to the fact earlier these things take time, and four days in the course of a lifetime is nothing. And of course, what we're what we're offering the invitation to people is to invest in themselves or for organizations to invest in helping their senior leaders who may still be working to plan the transition through later career and beyond. So the retreat idea gives people the opportunity to really immerse themselves in not just the beautiful environment, but with other people who are facing a very similar experience in their lives.

Ed Williams 00:21:32

And that brings me to another very important point, which is, and we think, most importantly, spending time with a community of peers alongside other people who are at a similar crossroad, because the power of creating shared understanding, having really honest conversations helps some mutual inspiration. And, you know, that's the one thing that I said at the start I didn't have. And it's tough when you're doing it on your own. It is tough, but by sharing it with people who are at a similar point just makes it a lot easier and generates many, many more ideas and some real insights and breakthroughs. Yeah.

Rachel Goodwin 00:22:21

And, Jane, what what appeals to you about the retreat setting for all of this?

Jane Moffett

Well, it's everything that Ed said. And I think the emphasis on the on that learning environment, you know, the research that shows how important that is on learning. And and I've seen it myself when I've been away on residential training programs, that people behave really differently in different settings where they can make use of outside, where they could do, can do work outside as well as inside.

Rachel Goodwin 00:22:50

They've got that time and space. You know, often in coaching conversations, people say what they've benefited most from is having the time and space to focus on themselves. And people will have this in abundance at the retreat. Yes it is. It's about that step away from normal life, isn't it? And I've been on retreats quite often, and what's amazing is time seems to change. It's not that it goes faster or slower, but you're so connected with your own needs. And I think an awful lot of being in a senior position is about constantly having to be thinking about other people and then to a certain extent, often if you're in a transition that's going to impact the people around you as well, family and that sort of thing. So to be able to be in an environment that lets you really focus on yourself, not in a selfish way, but in a way that you probably are not used to doing, maybe I think is incredibly helpful. And that's always been very, very important to me.

Rachel Goodwin 00:23:52

And, yeah, there's just something about being in that space for a few days. You can connect to what you're truly believing, what you really want in a way that's very difficult to do when you're juggling it with everyday life. So I think that is really important.

Jane Moffett

Can I just pick up on one of the points you've just made, which was when you said about the effect of going through a transition on the people around you. One of the people that I spoke to, who's done one of my courses, was talking about how great it was to be with people she didn't know, going through that same thing at the same time, because she had really different conversations than she would have had with family and friends. Everyone's coming like a blank sheet. So without other people's knowledge of them or expectations of them or assumptions about them or their own view, so you can actually be that new. You. I want to be me like this right now and moving on from there, that that was incredibly powerful.

Rachel Goodwin 00:24:51

It is kind of a not not that we're expecting two people to turn up and kind of completely reinvent themselves and be like,

Jane Moffett

I wasn't meaning that. It never exactly.

Rachel Goodwin

But it's about being able to be free and just connect with what's relevant for you at that point. And the other thing I think is that, you know, when you say about the shared element of it, that people are terribly invested in other people's success and potential as well. And so I think that enables people to really flourish because they yes, they've got time to think about themselves, but they've also got that connection in that sense of wanting other people to do well. So I think that's really lovely. And also something that we haven't touched on so much yet is this idea about, you know, society having changed and that people are living longer, working longer, and that there aren't necessarily those templates for us to follow and starting to think about. Open all of that up and have those conversations I think will be really, really fruitful.

Rachel Goodwin 00:26:01

And I think another thing about the retreat element is that, you know, research has shown that the key ingredients for a healthy, fulfilling later life or purpose, connection, community learning, and an emphasis on living a healthy life. And I think the retreat is just the perfect environment for all of those things. We're going to be bringing all of that in. So and as you've said, you know, doing that sort of thing on a team's call, it's not really that

conducive. So, you know, I think the retreats. I remember when you first said it to me, I remember thinking, oh, a retreat. Yeah. You know, and I'm a big fan of retreat. So but the more we've got into it, the clearer it's been that, that really is so important in all of this. And so just so people can kind of understand what kind of people do you think would benefit from this program, and do you want to?

Ed Williams 00:27:06

Yeah, sure. I think, broadly speaking, there are two groups of people really.

We've talked a bit already about people who are still in work, who are coming towards the end of their sort of, you know, very full on, very big careers, very responsible roles, and they're thinking about what next. And that's one group of people where we're talking to organisations who are thinking about sponsoring those people to support their transition. But there's another group of people who've already moved away from professional life. Perhaps they're, you know, a year, two years, three years down the road and, and are actually when they're really honest about it, they're actually feeling a bit all at sea. They're a bit adrift, they're feeling a bit lost. And I remember talking to, you know, 1 or 2 people when we were doing our research for this programme, you know, there were 1 or 2 people who were really feeling quite disengaged, quite lost and very unsure about what the future and anxious about what the future was going to be about them. And they had no sense. They had no compass, really and so it's very much for that group of people that we have in mind as well. And I think the blend of the two is going to work really, really well together.

Rachel Goodwin 00:28:33

Yeah, I think that's right. And Jane, any thoughts kind of around that and the people you've worked with.

Jane Moffett

Yeah, I think that blend is a really interesting idea. And often I hear people say when I've been sort of talking to people about this, that actually how are they going to still feel relevant or of value when they stop? And how are they going to carry on having meaningful conversations with people who are interested in the same things as them? And so if you're meeting a whole group of people who are interested in engaging and interested in you, and also interested in still feeling of value and of relevance. Then, like you were saying earlier on, Rachel, that, you know, people being invested in the success of other people during the program, that will really be beneficial here. Yeah. And that's made me think about in some of the interviews I did, and also kind of my own reflections that I

think there can be a sense of, you know, you've got your friends that you've gathered through life, and then you'll travel through the next phase with them.

Rachel Goodwin 00:29:37

But often people are finding that even though you may still be very good friends and you still will absolutely keep that relationship going, there can be different attitudes about what this next phase is. And people's contexts are different. So actually, there was a real enthusiasm for engaging in a new community and finding common interest and purpose with other people. And it's not that you abandon the people that you've gathered around you. But refreshing that, I think, is very important and something that this will be able to provide.

Ed Williams 00:30:10

Actually to build on that. One of the key things that has come out of the research we've done, I mean, I'm thinking more about the sort of the reading and the desktop research we've done is the importance of connections. And to continue to make new connections is really important. And just to pick up the word that you use, Jane, to be relevant. That is such an important word. So that you're not you don't feel your cast aside and put on a metaphorical heap. I think that is quite soul destroying if that happens.

Rachel Goodwin 00:30:48 And also, I think the the idea, I think one of the assumptions that people can make is that going into later life is about your world shrinking. And actually there's a real opportunity for it to expand significantly. And I mean, you're a perfect model of that because you've just well, you've got so many different networks now because you've you're doing so many different things. And that's incredibly rich and stimulating. Yeah. For sure.

Ed Williams 00:31:18 Yes. I mean, I have more energy and I feel that I've got more vitality. I think that was a word you used earlier. More vitality, more interest. I'm more even more curious. I've always been quite curious, but I'm even more curious in the world around me, and I sort of embrace it. And some of the people I know say to me, editor, you should slow down. I mean, I'm, I'm doing completely the reverse of that. And I and I love it. yeah. And you as well, Jane. Yeah.

Rachel Goodwin 00:31:47

Me too actually. Yeah. I do, I mean, trying to get into both of your diaries is a nightmare. Just off to the theatre. Just sort of to, you know, book, webinar and seminar and. Yeah. So just moving on to what what impact do you want the program to have? What do you want people to walk away and feel after it?

Jane Moffett

I want people to feel really inspired and engaged and and optimistic so that rather than having a sense of dread, having a sense of actually, I've got agency over this, I can do something about it. And it might take a while, but I can be in control of what happens next. Rather than that drifting to sort of not knowing.

Rachel Goodwin

Yeah, I think agency is a word that I really think is so important, and that's definitely what I feel, having done more research and having a deeper understanding of the possibilities, that there is a lot of agency that people have. So yes, I think that's brilliant. Ed.

Ed Williams 00:32:57

Yeah, I think on three levels. I think I want people to have a very personal impact. As Jane said, to be optimistic, to open up new possibilities and ideas at a relationship level. I really love it for people to feel they're more aligned with themselves, to have deeper, richer relationships with their family, with friends, and with the wider community, and not feel that they've got the sort of go into the first non-executive appointment that pops along, you know, or advisory role. But, you know, to think about sort of wider, wider relationships. And I think at a societal level, I'd love it if we are part of a movement that changes people's thinking about aging because aging is inevitable. But we can choose to age well. Or age badly. And I think if we can age well, that has not just a fantastic impact on us personally and those around us, but on society as a whole.

Rachel Goodwin 00:34:12 Oh yes. That's so powerful. And I think I would really like people to have or begin to understand what they have to offer, because I think people are very defined about a specific role in the workplace. And yet when you stop and reflect, you realize that you've gathered so much wisdom and that you've maybe just taken for granted, and to think about how they can use that for their own fulfillment, but also the really positive impact they can have. Maybe, you know, volunteering or working with younger generations. So really, to unlock all of that potential, I want people to feel excited about that. And the point you make about the whole aging process is, you know, in some of the research that I've been doing, there is a I think, section of people who are a bit

obsessed with, you know, freezing themselves and living till they're 200. And, you know, there is that sector. And we're not saying we're denying aging because it is inevitable. But I think to see it just all as negative is also not accurate. And it's about really engaging with the possibility of it and accepting that there are downsides to it and working around those and being realistic about them. But there are very real upsides.

Rachel Goodwin 00:35:33

And to get that balance perspective, to be realistic and to, you know, returning to agency to to kind of use that agency that you do have. Just to conclude, What are the two pieces of advice you'd give anyone navigating this stage? And I'm going to ban an insistence on coming on the program. Well, for me, it would be to recommend that people think about what brings them joy and how they can combine that with their skills and and experience to do something that feels meaningful to them. That's the first thing. And the second thing is for people to challenge themselves, to think differently about the future. There is no blueprint. There is no template for us. For later age. These days, we're the pioneers. So invent what's going to be next for you. I love that, I love the pioneer thing. Yeah.

Ed Williams 00:36:31

And I think for me, my two bits of advice would be, well, the first would be, don't rush. You know, just take time. There's no hurry, but do it well and do it thoughtfully. And secondly, I think just to build on what Jane just said. There's no right way to to walk one's life. You know, there's not a template. And I'm reminded of a of a poem by Antonio Machado. And I'll just read you. It's only three lines. Path maker. There is no path. You make the path by walking. By walking. You make the path. And I think that is so powerful. So you have to take the steps. You have to take the action in order to find the way you're going. And I think those are my two bits of advice.

Rachel Goodwin 00:37:28

I think that's lovely. And, you know, the idea that the path doesn't magically appear. Yeah, that some action is needed. And I think echoing sort of what I talked about at the beginning, actually, what I would say to people is check in with the assumptions that you have about later life, often kind of that they're not in the forefront, but they may be driving your behavior and really ground them in reality.

You know how real are they? And take time to think about what you want from life, because I think this is an opportunity for you to to open that door and find people to talk to about it, because I do think, you know, the more we talk about it, the more we're all going to find our way to where we want to get to. And then just remembering to consider the whole, the purpose, the community and the connection, the learning and the health

aspect of it. And we would be delighted to help people along that journey in many formats and in any way we can. The retreat, obviously, is the central pillar of this program, but we do want to build a network and we'll be sharing more information about that. So we're tremendously excited and invested in this, and we really look forward to sharing that with other people and hopefully making a significant difference. So you'll be able to find all the information about this by following us on LinkedIn. We're going to be posting lots of information about this, and our email addresses will be in the show notes so that you can contact us if you have any questions.

Rachel Goodwin 00:39:04 We're really keen to talk to people and engage with people around this. So any question you have, or if you just want to talk it through with us, then please, we're very keen to hear from you and look forward to the ongoing success of the Odyssey program.

Remember, you can find a transcript of this episode and all the support materials at. Goodwin. If you've enjoyed this episode, please do spread the word. You could leave a review where you're listening, post on LinkedIn, or just recommend to a colleague or friend. I really appreciate your support.