

Tracy Stough Grajewski of Laurel Summit Insights to be Featured on CUTV News Radio

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[/EINPresswire.com/](http://EINPresswire.com/) -- In this competitive and evolving talent market, individuals are looking for growth and development no matter where they are in their career. Businesses are looking for competitive advantage. Coaching offers a proactive way to continue personal leadership and team development to build a stronger workplace.

Tracy Stough Grajewski is the founder of Laurel Summit Insights, a human resources consulting company providing strategic business consulting in workforce and talent.

After a successful 30-year career in human resources, Tracy launched Laurel Summit Insights three years ago to pursue the talent and development side of human resources consulting. Laurel Summit Insights provides expert guidance in executive, retirement and career coaching, leadership team development and selection for mid-sized and start-up businesses.



"I enjoy working with companies who see the value of talent; business leaders who recognize, how much they've invested in their talent and share a desire to continually develop it," says Tracy. "Organizations are realizing that their true competitive advantage is their talent and that treating talent appropriately and focusing on how people interact in the workplace really is meaningful. Having a third party to provide objective insights no matter where individuals are in their career can be really helpful, whether they are just starting out, in the middle or nearing retirement."

For those getting closer to the end of their career, Tracy and her team focus specifically on the pre-retirement counseling.

"Studies have shown that people spend more time planning a two-week vacation than they do for their retirement," explains Tracy. "In the US, we seem to think of retirement as just financial planning, but it is so not the case. When we start coaching somebody on the pre-retirement side, we begin with the assessment, which measures their level of preparation or planning. We like to focus individuals more on other aspects of their life: family and relationships, social life and leisure. How do they define meaning and purpose? How will they continue personal

development? What hobbies do they love? How do they find inspiration in the world?

“Many times people don't realize that they get a lot of their structure, social interaction, and their feedback around purpose from their workplace, so getting people to be more introspective about what brings them joy and purpose and then structuring their planning around these arenas in their life is really transforming for people and gets them started on a plan that makes retirement really achievable for them. Then the financial planning becomes more directed toward a solid life plan.”

And there's an engagement value in it. People report stress in their lives because they don't know how they're going to work out some issues post-retirement.

“Preparing people to set personal goals and boundaries and have those conversations before they're faced with the situation can give them a whole lot of confidence and therefore alleviate some of the stress that they feel about the uncertainty of their future,” says Tracy. “Laurel Summit Insights curates pre-retirement resources and tools for people who have busy working and personal lives. Knowing that they can have more control and direction in retirement helps alleviate some of that stress.”

CUTV News Radio will feature Tracy Stough Grajewski in an interview with Doug Llewelyn on January 21st at 11am EST.

Listen to the show on [BlogTalkRadio](#).

If you have a question for our guest, call (347) 996-3389.

For more information on Laurel Summit Insights, visit www.laurelsummitinsights.com

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