

# Janine Vanderburg, Discovering 'What's Next': A Guide for Your Encore Stage - Episode 321

## In this Episode:

- Be inspired by Janine's journey from leading a multi-million dollar consulting firm that she built to launching her own encore path
- The several barriers women experience in the workplace and why you need to raise your voices to educate employers about intergenerational teams
- How she works and focuses on helping women in their "encore" stage of life by highlighting their attributes, brilliance and connections
- The concrete steps you can take when you are trying to figure out your "what's next"
- Understand why you need to embrace aging with a positive mindset and not allow ageist messages to undermine your potential

## Notable Quotes:

"We may not be able to end people's thinking about ageism, but we can mitigate the effects of it by showing people what they're missing out on when they ignore experienced talent."

"Despite the stereotype of lack of creativity, there's a certain kind of thinking that we develop as we get older that helps us recognize patterns and also helps us spark like new ideas."

"All of us have strengths and natural talents that very often in the workplace, we maybe haven't been able to fully explore because we had to be in the box."

"It's not too late and dreams don't have an expiration date."

## Pearls of Wisdom:

1. It's not too late to pursue your big dream!
2. We need to equally reject societal expectations as we get older.
3. Now is the time for women of all ages to be bold.

## Resources:

**Janine Vanderburg** is the driving force behind Encore Roadmap and is also the visionary founder of 'Changing the Narrative,' a remarkable national campaign committed to ending ageism. She initiated the Age-Friendly Workplace Initiative, emphasizing the undeniable business advantages of older workers and intergenerational teams. Her efforts were so impactful that she received a prestigious Metro Vision Award from the Denver Regional Council of Governments.

For the last three years, Janine chaired the Encore Network, a global coalition of leaders who champion the civic, social, and economic contributions of people 50+. She was a 2020-21 Encore Public Voices Fellow. She serves on the board of the Center for Workforce Inclusion Labs, which advances bold and innovative solutions to labor force challenges. Janine won the Mayor's Diversity and Inclusion Award and Colorado Center on Aging's 2022 Public Service Appreciation award for her public policy advocacy. This summer, the Colorado Women's Chamber of Commerce named Janine one of the Top 25 Powerful Women in Business.

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