



Using the Expertise of Retirees: Organizing Post-Retirement Collaboration

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Experconnect offers companies access to high level scientific and technical expertise through the use of retired experts

- ***The company benefits from a simple, flexible and reactive solution to fill its specific competency needs***
- ***The retired expert does interesting projects and benefits from personal advice to optimise her/his new activity***

Experconnect

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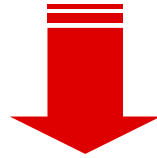
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Context: the demographic shock in Western countries

- An exceptional demographic situation in western countries
 - Baby-boom (1946-1965) followed by a baby-gap (1974-1994)
 - Massive departure of the baby-boomers to retirement
- Over-representation of executives in the baby-boomers
- Over-representation of scientists, engineers, technicians
 - Main qualifications concerned : R&D, production, maintenance, etc..



- An important shortage of competencies to come, leading to a “war of talents” between companies
- A historic opportunity to access the pool of competencies

Use qualified retirees !

Active retirees

- Advantages for society
 - Many retirees wish to stay active
 - Flexible new workforce to accompany a deep change in the way we work
 - Positive economic impact for the society and state



- Advantages for companies
 - Longer availability of competencies (from inside or outside the company)
 - Contribution to the diversity within the company (social communication)

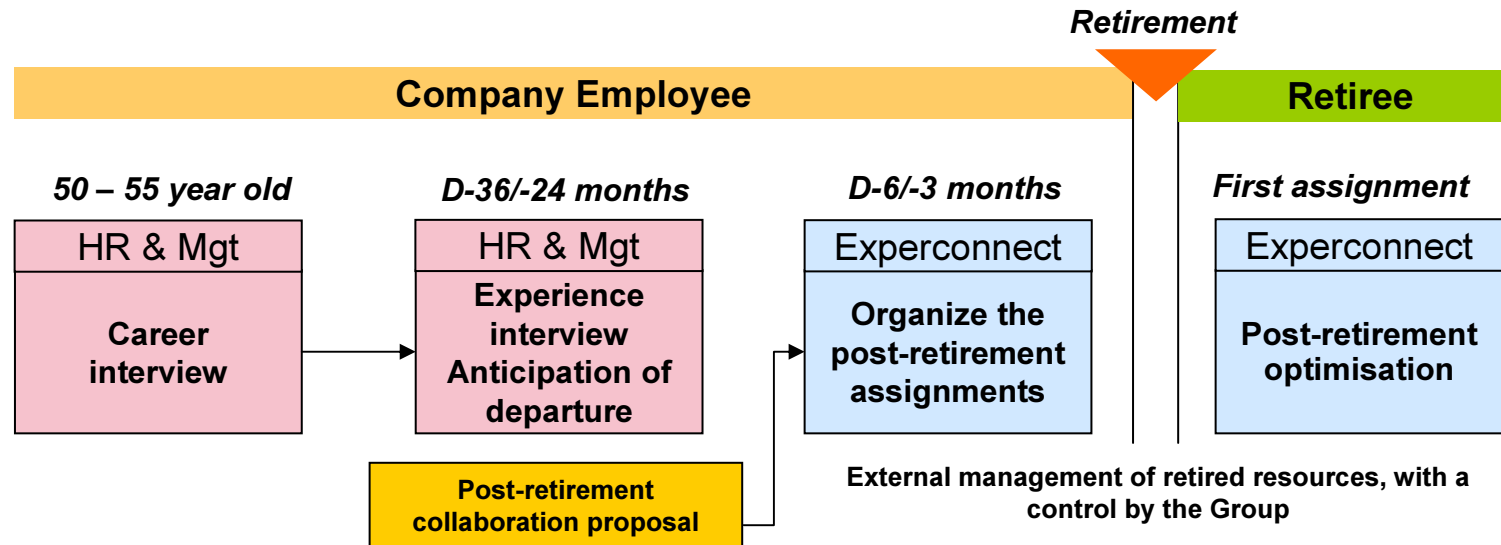
Characteristics of the retired expert

- Free from all career ambition
 - Concerned about objectivity, to speak « truly »
 - Attached to transferring knowledge and experience
 - Motivated by specific professional activities in which ...
 - The expert's contribution will have high added value and will be recognised and
 - She/he will enjoy him(her)self (i.e. subjects she/he masters best)
 - Integrated easily in younger teams who recognise the previous points
 - Free from the obligation of earning a salary due to the pension
 - Available : fewer family constraints
 - Missions abroad are sought after
 - The workload does not frighten
- ➔ A more balanced relation to work, based on voluntary work. The retired expert discovers ...**
- ➔ A new motivation for work, often stronger than at the end of her/his career**
 - ➔ A new balance between professional and private life which he/she can adjust as desired**

The situation today...

- Many companies are aware of the interest of using retirees
- Some large groups, leaders in their field, are setting up a structured approach to post-retirement collaboration
- In some sectors, the war of talents has already begun : energy, construction, transportation, etc..
- The use of retired experts is compulsory to sustain the international development that requires high level and mobile competencies

Post-Retirement Collaboration process integrated in the Senior Policy of Companies



- Companies can set up a specific policy to manage the senior staff
 - A stronger focus on technical expertise
 - An “experience interview” 2 years before retirement to formalize the knowledge and organize its transfer
 - The possibility for retirees to benefit from the post-retirement collaboration scheme

An attractive framework for the retirees based on the respect of ethical rules

5 success factors for the management of a pool of retired experts

