

# “How to optimise the second part of one’s career” Workgroup

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Participants: Danone, L’Oréal, Randstad, Adecco, La Stib, Schneider Electric, Seniorflex

## Testimonial:

### ► Albert’s story :

Albert is a consultant in an agency. Two years ago, when he had his evolution interview, Albert told his manager he did not want to be a consultant anymore. He did not want to have commercial functions but he still wanted to work within the agencies. Albert likes fixing things. Meanwhile, it happened that the company wanted to create a building and facility division.

The way Albert wants to change his career fits with Randstad reorganisation. So a specific job is created for Albert who becomes the man in charge of fixing when there are problems in the buildings.

**It is a win win result**

# Output : There main points to optimise the second part of your career

## 1- Evolution Interview

It is important to have a midterm career interview with the collaborators over the age of 50.  
Who is the legitimate actor? The manager / the HR team?

*At L'Oréal the HR manager is in charge of this kind of interview. It demands a good collaboration between the managers and the HR department. People have to make their wishes known.*

*At Danone /People Review, every situation is reviewed by a college made up of managers. The collaborator and his manager have the obligation to meet and to talk about the collaborator's evolution.*

*At Randstad, HR review*

*At Adecco/ Randstad : all the temporary workers have a mid career interview*

## 2- From the beginning of your career : right to change/ to evaluate /to choose

Consider all the skills (professional and private)

Avoid comfort zones. HR, collaborators and managers should be in a position to question you on your career path.

Don't forget to train senior people (an investment in a training plan for a senior is not necessarily less advantageous than for a junior ( junior collaborator can dismiss early ) => Keep the collaborator motivated = validation

## 3- Market career management and the positive aspects of seniority / experience.

Age balance in the company (multi age team)

HR job coaching / Operation led by management / Teamwork

Lifelong learning

Awareness of the life cycle and use potential

Having a vision of the company needs: Job prospective (job mapping): focus on the changing / new job...