

Success factors 50+

How managers stay successful

Are you born 1964 or later and work in Germany? In that case you must work until you turn 67. Which factors support a successful working life in middle management? Do you know colleagues older than 55? How do they keep up their energy? Who shows generation X how to devise the remaining 20 years on the job? Where are the role models for a successful greying on the job?

A current snap-shot or

Why this survey?

Up to now many companies have advanced their staff until their mid career at about an age of 46. After that there are partial retirement or compensation models. 50+ measures prepare for the 'flow time' and 'time after' because staff 50 and up are only too often neglected by development measures.

This tendency seems to be supported by the financial crisis and all those that believe that there is not enough work for everybody anyhow and that therefore a late retirement at 67 will remain utopian. However, statistics foresee a considerable decrease in young staff from 2015 onwards. There will be a shortage of new blood in general not only in the MINT (M=mathematics, I=information technology, N=natural sciences, T=technical engineering) professions. Women that will (must?) remain in the workforce longer will mitigate this trend – but the drop will come. We age collectively. All that is no news.

But who shows generation X how to devise the remaining 20 years on the job? How do we age with dignity? How do we avoid the feeling that creeps up in us when we see elderly colleagues in the hallways?

Where are the role models for a successful greying on the job? To name a few: ever young prophets, dynamic entrepreneurs, striking artists – even impressive managers. All those, when visible, are mostly in higher positions, or freelancing and independent.

Where are the 'normal' colleagues? How does our working greying ideal look? Certainly healthy and fit. Dynamic, committed, still burning for the cause. Sweeping. Being somebody who got to say something, who people listen to, and who is taken seriously. Often the opposite is easier to describe: an aging laughing stock, barricading behind his/her position ignoring that he/she is made fun of behind their back while remembering earlier achievements. Nobody wants to end like this: only endured and not taken seriously by the colleagues.

So, what are the ingredients for a successfully aging working person? How do I deal with it, when I recognize at 40+, that my goals are far away from reality and that I will – all things considered – not reach them anymore? What arrangements do I make for the next 20 years?

A treasured species

Where are the people that have not given in to the appeal of early retirement? Those that come in every day and keep the company going – without being visible in the media? A really rare species as pre-tests of our 'success factors 50+' survey have shown and a treasured target group if we go by the PR of the companies.

At the same time it is exactly about getting to know things that only these people know: how do I motivate myself every day for work? What is driving me? What is my personal make-up that I have survived in the workforce for

more than 20 years? And: what work environment do I need so that I can work successfully? Successful meaning healthy, emotionally as well as physically, being able to act in a way that I fit into the system and not be driven out.

The focus on positive factors is not to override difficulties a youth-oriented society has with growing old. However, this survey sets out to recognize positive aspects of aging and record them. Make them visible for everybody and for awareness raising and learning of future generations.

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