WeNold

Valuing People through Experience

Tailor-made support for recognised, committed and experienced executives

(senior executives, senior managers, operational managers & key contributors)

- To reposition internally within their company
- To redeploy externally towards their future life project
- To pass on their Human Capital, particularly to younger generations

“ Experience is a strategic asset. Together, let us turn it into lasting value for the company and for tomorrow. ”

TARGET AUDIENCE

- 45+ and up: members of the Executive Committee and/or Management Committee, Business Unit directors, senior managers, operational managers, key contributors.
- High level of experience: 10 years minimum within the company (know-how).
- Company DNA and memory, recognised commitment and reputation (know-how / interpersonal skills).

NATURE OF THE LIFE PROJECT

- Professional repositioning within the company
- Business creation – Business takeover – Company acquisition – Company sale – M&A;
- Corporate mediation – Company administration – Skills-based volunteering
- Transition assignments – Consulting assignments
- Higher education
- Intergenerational entrepreneurship
- Other life-project commitments (associative, institutional, political or family)

OBJECTIVES – FOR THE COMPANY

- Value the experienced executive’s departure from their position (tribute and recognition) while supporting change in a climate of serenity within the company.
- Benefit from the experienced executive’s Human Capital and pass it on to their successor, their teams and younger generations.
- Build on experience to support the executive’s professional repositioning.
- Strengthen the company’s employer brand, internally (CSR, etc.) and externally (reputation).

KEY ISSUES

- For the experienced executive as well as for the company: prepare, plan and make tangible and desirable the path towards professional repositioning internally or towards a planned departure from the company.
- Strengthen the transmission of Human Capital by supporting the experienced executive’s commitment and desire within the company (successor, teams in place, younger generations) so as to guarantee full recognition and ensure its sustainability.
- Build on the executive’s experience to support professional repositioning.
- Contribute to a favourable environment for the success of the experienced executive’s future life project, both inside and outside the company, by supporting reflection and actions.

OBJECTIVES – FOR THE EXPERIENCED EXECUTIVE

- Benefit from tailor-made HR support to strengthen their career transition.
- Reposition themselves within their company to leverage their recognised Human Capital and commitment, as well as their seniority, particularly with younger generations.
- Prepare their departure, with freedom of conscience, in consultation with the company, so that they can wholeheartedly invest in building their future life project, meaningful and true to who they are (personal and professional redeployment outside their company).

WeNold accompanies every experienced executive,
with coveillance and commitment,
to transform an entire professional life experience into a future life project that is aligned, meaningful and valuable.

CONTACT
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A 5-PART SUPPORT PROGRAMME

OVER A TOTAL PERIOD OF 12 MONTHS

1

ASSESSMENTS

DURATION: 4 MONTHS

- Personal: life story, in-depth self-knowledge, appreciation of strengths and different personal modes of functioning, communication, etc.
- Professional: career path, skills and know-how, identified operational levels, analysis of successes and/or failures.
- Retirement: simulation of career paths, retirement rules, tax implications, capitalisation opportunities, consolidation of benefits, liquidation, administrative procedures.
- Wealth: asset review, transmission, investment optimisation, funding of training, life annuity, capitalisation contract, etc.
- Protection: income replacement in case of inability to work or disability, death capital, education annuity, spouse protection, dependency, life insurance, borrower insurance.
- Health: preventive health assessment, optimisation of guarantees, preventive support, teleconsultation, personalised advice, network of partners.

2

HUMAN CAPITAL TRANSMISSION

DURATION: 2 MONTHS

- Cultural heritage elements to be passed on to ensure success internally.
- Identify competencies and sources of success to bring them to light within the role.
- Build the language elements needed to share experience.
- Transmit and support the transmission of the experienced executive's knowledge and know-how within the company through questioning and practical guidance.
- Value the seniority of the experienced executive in order to strengthen their skills and reposition them within the company.

3

LIFE PROJECT CONSTRUCTION

DURATION: 3 MONTHS

- Content and characteristics.
- Technical, human and financial resources.
- Needs to be met.
- Economic model.
- Developments and expectations.
- Innovation and optimisation.
- Environment, partners, alliances.
- Risks and challenges.

4

NETWORK DYNAMICS & COMMUNICATION AROUND THE LIFE PROJECT

DURATION: 1 MONTH

- Pitch and presentation of the life project within a relevant, reputable and qualified relationship network ("WeNold" network, personal network): acceleration levers.
- Developments / expectations – innovation / optimisation.
- Influence levers: prescribers, lobbies, partners, alliances, investors, etc.

5

IMPLEMENTATION OF THE LIFE PROJECT

DURATION: 2 MONTHS

- Preparation of the choices defined by the life project.
- Action plan and implementation, with adjustments to the life project.
- Decisions for the future.

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