

Consciousness about **post-career challenges** does not become a **preparation for the future**

This is the main conclusion of the survey developed jointly by Page Executive and Angatu IDH

The increase in average life expectancy in Brazil and around the world, together with the decline in birth rates, are the main reasons for the unleashing of what Americans have dubbed “agequake.” Longevity is one of the greatest achievements of mankind, but it puts us face to face with major challenges.

Attuned to this trend in 2018, Page Executive – a firm specializing in the recruitment of positions such as CEOs, C-level officers, and directors – has partnered with Angatu IDH, which has been engaged in preparing executives for retirement since the 1990s. Together, they developed a survey of 400 Brazilian professionals in high-ranking positions, aged from 40 to 60, in order to understand how they see their life in the post-career phase.



Since we are living longer, it is not surprise that the career we choose around age 18 may not be the one we will be practicing at age 60 or 70.

In this survey, these professionals were invited to reflect on their preparedness for a longer life in all its aspects: Health, Financial planning, affective/family relations, and also their Life Project.

WHAT OUR SURVEY INDICATES FOR EXECUTIVES AND ENTERPRISES

From the corporate side, Page Executive has seen some changes not only in the behavior of these professionals, but also in how companies have prepared to (re)absorb these professionals.

Until then, a common desire among professionals already in high-ranking positions was to become an entrepreneur or an advisor to other companies. But of course this kind of change does not fit everyone. This is why we have seen the growth of platforms geared toward advisory or consultancy services provided by professionals with vast market experience, who are now retired from their activities.

HOW WAS THE SURVEY CONDUCTED?

- The survey was conducted during the second half of 2018
- Just over 400 senior executives (CEOs and other company officers) responded to the survey
- Half of the professionals work at subsidiaries of large multinationals, and the other half at Brazilian companies
- 70% men / 30% women
- Multiple sectors
- 90% have more than 20 years of professional experience

CONCERN VS. PREPARATION

- 77% of executives have the desire to make a career transition. However, out of this total, 57.5% have no project designed for this transition
- 22% responded that they did not have a financial reserve to carry out their transition
- 22% say they cannot make the transition because of the shortage of opportunities
- 21% say they are worried about the challenges they will face if they choose to make the transition
- Only 3% are investing in formal education (college courses, master's degrees, other graduate studies) for this transition
- 36% say they use magazines and other media to keep up-to-date on the trends of the labor market

With the indicators above, and based on the conversations, we see that most executives between the ages of 40 and 60 are aware of the importance of preparing for the post-career phase. However, this understanding is not being turned into a clear plan.

Financial planning is the primary concern to be taken into action. Other aspects such as academic preparation, development of new skills and concern for social activity, however, are not being converted into clear plans.

LIFE WITHOUT A CORPORATE SURNAME



One of the points that draws our attention in conversations with executives is that those who claim to be planning on personal projects are quite focused on leisure. “In our experience, this shows a vision that’s out of touch with reality,” says Denise Mazzaferro of Angatu IDH. “When asked about personal projects, travel and activities relating to their hobbies are the most prominent. However, with the increase in life expectancy it’s rather off the mark to believe that someone will spend 20 years traveling or dedicating all their time to a hobby,” she adds.

For Renato Bernhoeft, also of Angatu IDH, from early childhood we are educated so that we have a career, achieve success, and be permanently productive. “And this works relatively well, until it is time for the transition that begins in middle age, around 45 years old. As the retirement phase draws near, where people imagine that ‘enjoyment’ is their only goal, they face the harsh reality that they have not prepared for it,” he says.

Fernando Andraus, of Page Executive, complements the vision with the other side, the need for a corporate surname: “Every day we talk to executives who show a desire to act as advisors, mentors for startups, and consultants. However, in the vast majority of cases, we see that their preparation to act in these areas isn’t keeping up with their desire to do so. Corporate life offers a wide range of protections not considered in these options, such as status, decision support structures, and the facility offered by the corporate surname,” explains Andraus.

Will there be enough money?

In the financial planning aspect, the survey indicates that most respondents mention having a financial reserve for up to 20 years, and also that they need to work for at least another 10 years. In other words, financial planning is quite relevant.

However, it reflects the perception of a risky future, which requires autonomy and the use of this nest egg as the only form of remuneration.

But for this highly qualified human capital, there are now ways to act (and capitalize) on their experiences. The highly competitive market has much to gain from the participation of executives with a long history behind projects of transformation, restructuring and advancement. Not only as advisor or consultant, but also as an integral member of highly complex projects within the companies.



THE COMPANY SIDE

A relevant part of major corporations is already talking about the need for co-existence between multiple generations. However, most still think about this in the traditional employment format. In the future, there will undoubtedly be an opportunity to hire senior professionals for specific projects with a defined time frame. “Executive head hunters will certainly play a key role in identifying opportunities at companies and connecting them with experienced professionals willing to work for a specific time and for specific purposes,” adds Fernando Andraus of Page Executive.

MAIN LESSONS LEARNED

- Most top-level executives are aware of the challenges and importance of post-career preparation. However, most of them are not taking immediate steps to prepare for the post-career period
- Their main concern is in the financial field. Other areas, such as academic preparation, social relationships, and developing new knowledge are not on the agenda of most executives
- The corporate surname is still a desire expressed by the majority of respondents, and most of them would like to act as advisors, counselors, and mentors. However, the desire to act in these roles is not translated into preparation, in the vast majority of cases
- Companies will be able to take advantage of increased longevity as an opportunity to hire knowledge in the future. The traditional employment format, however, is highly unlikely to match supply with demand