

# Age management: More than just dealing with effects of demographic change.

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Riga, Latvia 16-17 September 2014

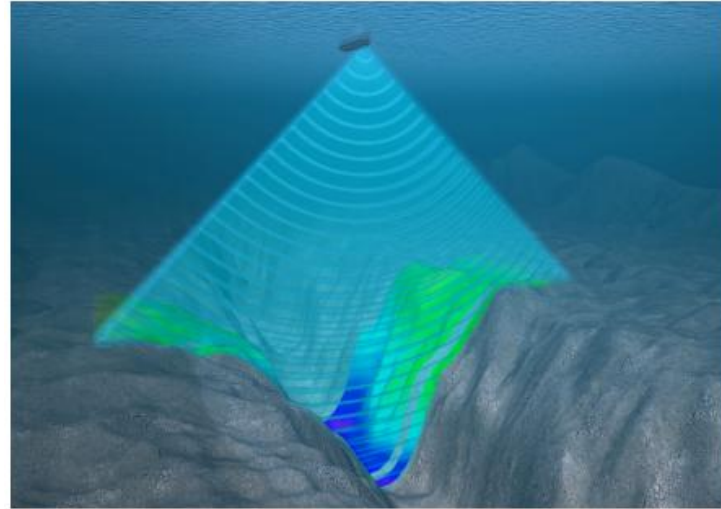


# L-3 Communications ELAC Nautik



Since more than 80 years, L-3 ELAC Nautik is a leading company in under-water acoustics for naval, marine and survey application as well as for navigation systems.

All products are manufactured and sold at the Kiel facility. Our products and systems are known for their reliability and advanced technique.



# Best Ager Lighthouses

## Key questions



What is our current staff situation and what are our future personnel requirements?

What employee groups are difficult to replace in terms of knowledge and experience?  
Who will leave when and what gap will occur?

Do we have a knowledge transfer system and how can we avoid losing knowledge?

Do jobs and job descriptions change with age?  
Do our young and old employees work well together?

What do older employees need to work longer?

Do we have to adjust working times, remuneration schemes, management structures,  
working conditions etc.?

# Best Agers Lighthouses

## Key areas



Health

Organisation

Leadership

Motivation

Qualification

Culture

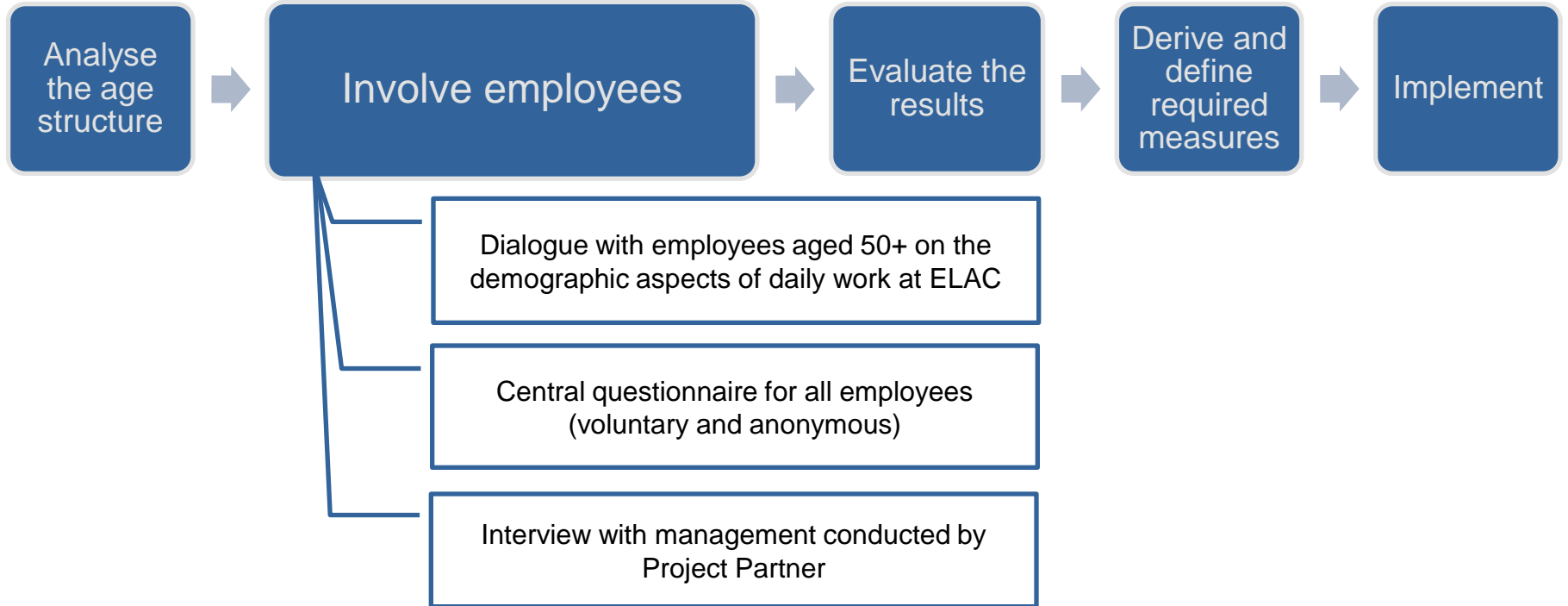
What are the effects demographic change has on ELAC?

What internal challenges are we faced with?

What changes do we have to initiate?

# Best Agers Lighthouses

## Project process



As a result of the employee involvement and subsequently discussion we create 9 specific measures which are embedded in a **workability-concept with 4 dimensions:**

- 1. Leadership culture & corporate values**
- 2. KnowHow – Transfer**
- 3. Healthcare**
- 4. Age-adapted jobdesign**

**Age management is more than just dealing with effects of demographic change.**

**It is a key factor for holistic and long-term employee workability, motivation and retention to ensure our future business success.**