

Developing a Senior Policy in your Company – Description of a Development Process

Preparation Phase	Mapping Phase	Analysis Phase	Development Phase	Execution Phase
<p>Plan the development work</p> <ul style="list-style-type: none"> • Clarify who is to be involved 	<p>Map: The age and skills composition</p>	<p>Analyze:</p> <ul style="list-style-type: none"> • The age and skills composition • Current practice • Seniorworkers' wishes and needs 	<p>Develop the company's senior policy:</p> <p>Measures at:</p> <ul style="list-style-type: none"> • Company level • Individual level 	<ul style="list-style-type: none"> • Inform • Initiate • Senior policy in everyday practice • Age management
<p>Create a common platform, increased awareness by discussing topics such as:</p> <ul style="list-style-type: none"> • being a senior worker • ageing and work • employability • learning ability • adaptability • work ability • skills 	<p>Map: Current practice</p>		<p>Documentation</p>	<p>Evaluation</p>
	<p>Map: Seniorworkers' wishes and needs</p>			