



# Highveld

CONTRACTOR MANAGEMENT SOLUTIONS

## Professional Council



Experience is never out of fashion

an **EOH** company



## Experience is never out of fashion

The older generation may still insist on the tie, but the truth of the matter is that experience is never out of fashion! Combine the wisdom of skilled professionals with the enthusiasm of youth.

Highveld brings the best of seasoned professionals to your organisation. Our vast network of accredited retired professionals is standing by to assist you with the most complex challenges you face.

The search for talent persists and the economy cannot produce top professionals fast enough to keep up with the demand. Longevity is on the rise and people are living for up to 30 years past retirement age. Typically, in South Africa, people are retired by age 65. This means they can still contribute to the economy for many years after exiting the formal job market. Indeed, their continued contribution is welcome and vital, as a key factor in overcoming the skills shortage in the professional ranks.

Highveld provides retired professionals over the age of 60 with the means to continue serving organisations and the economy. The Highveld Professional Council is an exclusive pool of seasoned professionals who have served their particular industries with distinction. This includes professionals in both the engineering and ICT domains; project management professionals; managing directors; business consultants; etc.

Businesses can access this pool of professionals on a contract or freelance basis for a variety of activities/functions, such as:

1. *Interim Management* – fill the gap when key personnel are away on leave of absence for health, maternity or other reasons
2. *Troubleshooting* – benefit from the insights and wisdom of experts in unlocking problem situations at the workplace or on projects
3. *Coaching and Mentoring* – draft in the services of seasoned managers to help recently promoted talent settle into new roles
4. *Stakeholder Relations* – our professionals are often well connected in their industries and are able to defuse tricky situations by having the right conversations with the right people. Let them put you in touch!

Highveld will connect you with suitable professionals on a limited contract, retainer or freelance basis.



## A new lease on life!

*Highveld Professional Council can afford you the opportunity of continuing to contribute to business and society by making your skills available for a few more years after retirement.*

The Professional Council is an exclusive community of retired and semi-retired professionals whose credentials in their field of expertise are unquestioned and unrivalled. They represent a highly prized pool of knowledge.

### **How to join the Council**

If you are 60 years or older and have enjoyed a career as a professional in any capacity, you are eligible to join this prestigious community. Simply contact us via the details provided at the end of this brochure and we will tell you how to get your application and resumé to us.

### **What to expect from Highveld**

Highveld will agree with you the level of involvement you would like. This ranges from full-time deployment to occasional projects. We match professionals in the Council with opportunities corresponding with those the individuals feel are relevant and which allow them to work the hours that suit their lifestyles.

### **What are the benefits of joining?**

Membership of the Professional Council carries with it numerous benefits:

1. Free sign-up and confidence that you are part of an exclusive and prestigious community
2. All invoicing, billing and disbursements are done on your behalf – no administration
3. Effective tax structuring, free tax return completion and submission\*, wealth benefits provision where required\*
4. Discounted financial services fees\*
5. Marketing of your skills and experience to our database of well-established clients across all industries, should you be available.

Consultants from the Professional Council are deployed to address any challenge that requires the insight of an experienced eye and the guidance of a mature hand.



### **Consulting Professionals**

Our consultants are drawn from the ranks of engineering, information technology, general management, directors, human resources, marketing, financial management, etc. They add considerable value to organisations looking to troubleshoot and solve challenging situations. You therefore benefit from the wisdom of people who have been there before.



### **Coaching and Mentoring**

Our consultants have years of experience helping others to be the best they can be. Deployed alongside younger, enthusiastic but less experienced executives and managers, they are able to unlock the full potential of newly appointed and/or rising professionals. Team up with a seasoned professional and realise your full potential.



### **Interim Management**

Our consultants are able to integrate seamlessly with your organisation during times when key personnel have to take extended breaks from the workplace. Not only do our consultants provide continuity in business operations, they also add considerable value derived from many years' experience in similar roles.



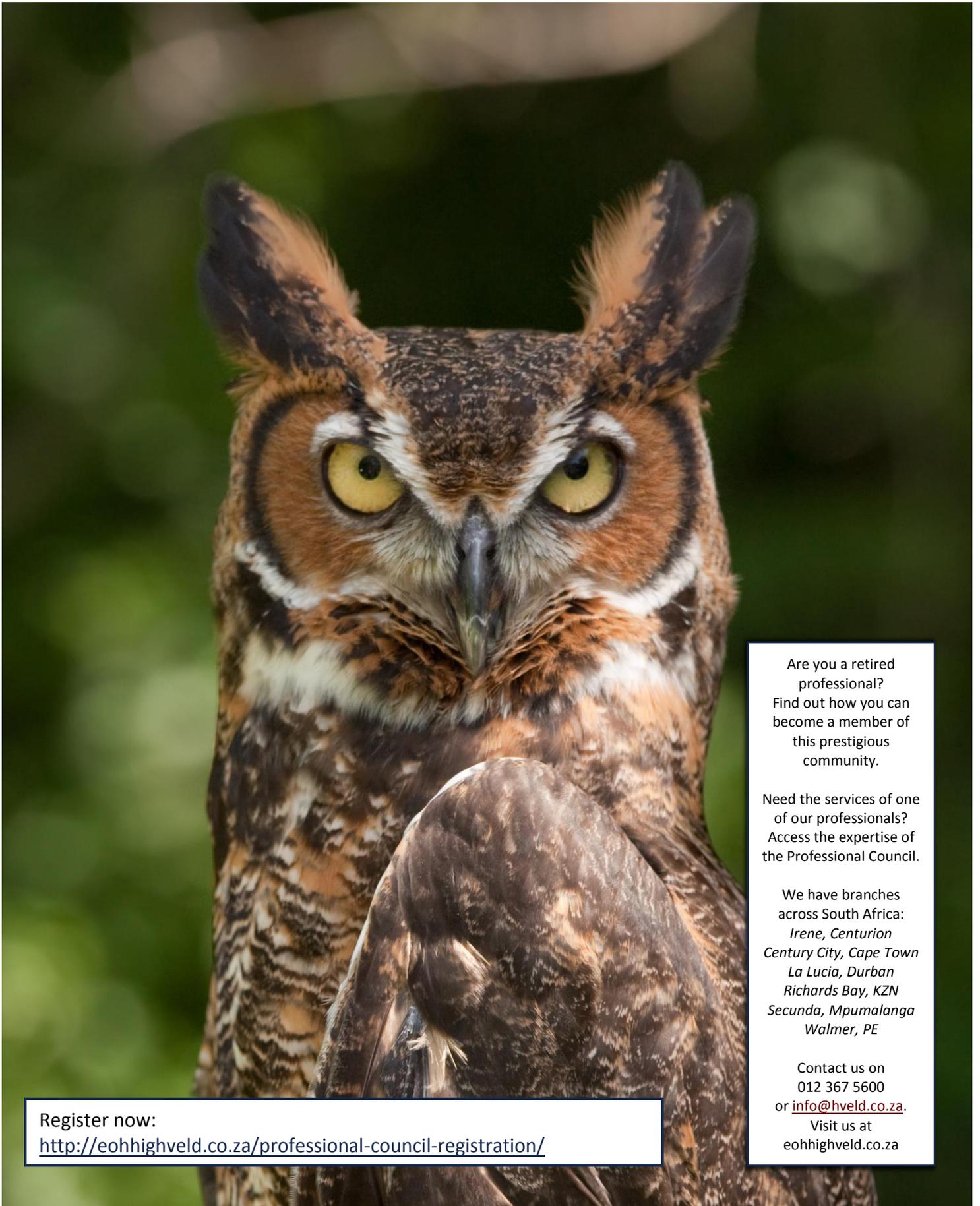
### **Project Management**

When projects need to get off the ground quickly and need the insights of people who have previously run multiple similar projects, many organisations turn to our seasoned project professionals to get the job done right first time. Our professionals can run projects end-to-end or can be used as consultants to provide guidance.



### **Stakeholder Engagement**

The members of this community are well connected and often have expansive networks. Whether it is the access to these networks, or the influence needed to unlock difficult stakeholder matters, our professionals are able to defuse the most sensitive situations. Organisations use our professionals to perform valuable research on their behalf.



Register now:  
<http://eohhighveld.co.za/professional-council-registration/>

Are you a retired professional?  
Find out how you can become a member of this prestigious community.

Need the services of one of our professionals?  
Access the expertise of the Professional Council.

We have branches across South Africa:  
*Irene, Centurion*  
*Century City, Cape Town*  
*La Lucia, Durban*  
*Richards Bay, KZN*  
*Secunda, Mpumalanga*  
*Walmer, PE*

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