Intergenerational Management, Diversity and Inclusion

Description

In a context where professional dynamics are rapidly evolving, organizations must learn to leverage the diversity of profiles and generations. Intergenerational management is becoming a strategic lever to strengthen cohesion, stimulate innovation, and ensure overall performance. This course offers a practical and human-centered approach to intergenerational management, integrating diversity and inclusion as core elements of managerial practices.

Intergenerational management adapted to today's challenges

Managers now lead teams made up of individuals with different expectations, values, and communication styles. Understanding these differences helps create a sustainable climate of trust. This management training provides practical tools to adapt leadership posture, engage talent, and build an environment where every generation finds its place and contributes fully to a shared vision.

Course Content

Module 1: Adopting an Inclusive Management Posture

- Understand the expectations of different generations
- Strengthen your positioning as an inclusive manager
- Encourage engagement across all profiles

Module 2: Managing in a Heterogeneous Environment

- Identify differences in cultures and backgrounds
- Adapt management style according to team profiles

Module 3: Recognizing and Managing Unconscious Bias

- Identify biases in recruitment and evaluation
- Implement fair management practices
- Ensure objectivity in key decisions

Module 4: Creating a Trust-Based Environment

- Encourage active participation
- Establish a culture of mutual respect
- Develop listening and recognition practices

Module 5: Rethinking Decision-Making

- Involve teams in decision-making processes
- Leverage intergenerational complementarities
- Strengthen transparency and commitment

Module 6: Promoting Daily Inclusion

- Adapt communication rituals

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- Encourage balanced interactions
- Establish an inclusive team dynamic

Lab / Exercises

- This course includes hands-on exercises designed to reinforce your knowledge and apply your skills in real-world professional scenarios.

Documentation

- Digital course materials

Participant profiles

- Anyone wishing to develop management and communication skills
- Professionals working within teams composed of diverse profiles

Prerequisites

- Have experience working in a team
- Understand the basics of organizational operations
- Have initial experience in coordination or management

Objectives

- Identify the key drivers of intergenerational management
- Adapt leadership style to different profiles
- Strengthen employee engagement
- Develop inclusive communication
- Leverage intergenerational complementarities
- Define a personalized action plan

Description
Intergenerational Management, Diversity and Inclusion Training
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Fondamental
Classroom Registration Price (CHF)
800
Virtual Classroom Registration Price (CHF)
800
Duration (in Days)
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Reference
TEAM-MIDI

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