

Master intergenerational management

Description

Cette formation présente un modèle de management qui, dans chaque domaine (délégation, pilotage, formation, stimulation ...), prend en compte les spécificités des différentes générations pour valoriser leurs compétences et les faire travailler ensemble efficacement.

Reference

TEAM-GEN

Course Content

The reference framework of the different generations in the company

- Boomers, X and Y through the analysis of their representations of work, relationships to business and authority
- Understand everyone's codes, needs and motivations
- Measure the impacts of these generational differences on managerial practices
- Identify the differences to overcome them and adapt to a frame of reference different from one's own

Start from what connects instead of focusing on the differences

- Adjust your communication and management according to the differences of the other
- Take into account the motivation and maturity of the other in his daily delegation
- Anticipate conflicts and manage interpersonal tensions due to generation differences
- Develop team cohesion and efficiency through Transactional Analysis

Develop a new management style

- Carry the intergenerational values ??of your team
- Define the framework of an efficient team
- Set clear and shared rules of the game
- Stay firm on the objectives of the service and the organization
- Imposing itself by its competence

Harmonious intergenerational coexistence within the company

- Allow everyone to find their place within the team
- Capitalize on differences to develop collective efficiency and added value for the team
- Rely on the skills of the juniors and the experience of the older ones
- Facilitate and organize the transfer of know-how

Lab / Exercises

- Self-diagnostics
- Tests
- Active situations
- Exchange of experience
- Personalized debriefing

Documentation

- Digital courseware included

Participant profiles

- Managers of employees from different generations

Prerequisites

- No prerequisites

Objectives

- Understand the reference framework of each generation
- Valuing commonalities rather than differences
- Define collective objectives and shared operating rules
- Create conditions of solidarity in the team
- Allow everyone to find their place in the team

Niveau

Fondamental

Classroom Registration Price (CHF)

800

Virtual Classroom Registration Price (CHF)

800

Duration (in Days)

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