

GENERATION MANAGEMENT

A diversity plan is needed to help you anticipate the HR policy of tomorrow. Diversity means complementarity. Select coaches provide you with insight into the qualities and career expectations of the different generations and the added values that each generation offers.

YOUR CHALLENGES

- You want to effectively attract junior staff using employer branding that aligns with their career expectations and motivation.
- You want to deploy senior staff in a constructive manner.
- You would like to safeguard knowledge transfer in both directions (senior-junior and junior-senior).
- You want to safeguard the professional collaboration and optimise complementarity between the different generations

OUR SOLUTION

Every generation has something unique to offer. You can deploy your staff more efficiently by obtaining insight into the different age groups and their specific career expectations. Select provides advice about the generations you have in the workplace and how they can collaborate in the most optimum manner. Together with your staff, we will go over learning points and draw up an action plan.

OUR APPROACH

The course that we offer begins by analysing the perceptions and preconceptions specific to the different generations as well as the work style and conditions affecting motivation. This theory is directly put into practice in an interactive manner. We swap experiences using role play, exercises, and brainstorming sessions. This leads to a valuable exchange of ideas and constructive feedback.

Reality is never far away because participants are asked in each part of the course to apply their learning points to their workplace. These can be included in an action plan. Staff and managers are both given the right tools to adjust their management and communication styles to align with the different generations in the workplace. This facilitates the collaboration and can increase engagement.

The course is divided into the four phases of an effective learning process. More specifically, these are the phases of the **Kolb learning cycle***.

WHAT YOU WILL ACHIEVE

Once you complete this course, you will have acquired better insight into your own generation and that of others. In addition, you will have learned to recognise the assets and added values in your team and organisation.

KOLB LEARNING CYCLE*

