

## Generation Y, seniors, digital natives...: managing an intergenerational team



ML-12 2 Days (14 Hours)



### Description

The successful operational and human integration of new generations constitutes one of the major challenges for the sustainable performance of the company. Added to this is the new situation: 4 generations together in professional activity! This training provides managers with concrete means to meet this challenge: taking into account intergenerational issues; daily action levers... ..to obtain the expected results!

### Who is this training for ?

#### For whom

Manager responsible for intergenerational teams and/or new generations.

#### Prerequisites

Aucune

### Training objectives

- Analyze the benchmarks of new generations.
- Compare them to the expectations of previous generations.
- Define what builds a generation.
- Reconcile the aspirations of employees and corporate objectives.
- Manage the different generations taking into account their specificities.
- Make the intergenerational dimension a success factor and strategic added value.

### Training program

Rompre avec les clichés sur les générations pour mieux travailler ensemble

- Issues and nature of intergenerational differences: sociological perspective.
- Managerial impacts.
- Become aware of differences and integrate them as a factor of success.
- Getting out of a stereotypical vision: benchmarks and motivating factors for each generation.

### Comprendre les valeurs et les attentes des différentes générations au travail

- Place them in their relationship to work and to the company.
- What remains stable and what changes in: the communication style; the relationship with the company; the relationship to authority.
- Decline appropriate managerial practices.

### Réussir la collaboration entre les générations Intégrer la donne intergénérationnelle.

- Describe the individual and collective rules of the game.
- Clarify the non-negotiable elements for the proper functioning of the team.
- Build team cohesion intergenerational.

### Manager les équipes intergénérationnelles au quotidien

- Act on the motivation levers adapted to each generation.
- Highlight the strengths and abilities of different generations.
- Deal with possible dysfunctions.