

# Course : Adopting a manager-coach posture with Generation Z

*Practical course - 2d - 14h00 - Ref. CNZ*

*Price : 1360 € E.T.*

NEW

This training course enables you to apply a manager-coach posture adapted to Generation Z. You'll learn the principles of coaching applied to management, adjust your posture and use coaching tools to reinforce their autonomy, motivation and cooperation within the team.

## Teaching objectives

At the end of the training, the participant will be able to:

- ✓ Understanding the role of a coach and his posture
- ✓ Communicating and managing as a manager-coach
- ✓ Managing complex situations with Generation Z

## Intended audience

Managers, team leaders.

## Prerequisites

No

## Practical details

Workshops, focus groups, role-playing, practice analysis, feedback, collective debriefing.

## Course schedule

### PARTICIPANTS

Managers, team leaders.

### PREREQUISITES

No

### TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

### ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more. Participants also complete a placement test before and after the course to measure the skills they've developed.

### TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

### TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

#### **ACCESSIBILITY FOR PEOPLE WITH DISABILITIES**

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at psh-accueil@orsys.fr to review your request and its feasibility.

## **1 Understanding the role of a coach and his posture**

- Understanding coaching and its essential principles
- Identify the key qualities of an effective manager-coach
- Measuring the contributions and benefits of coaching in management
- Evolving from manager to manager-coach

### **Group discussion**

Use real-life situations to explore the differences between a classic managerial posture and a manager-coach posture.

## **2 Communicating effectively with Generation Z**

- Identify the specific characteristics of Generation Z (values, motivators, expectations)
- Identify points of support to build a lasting relationship of trust
- Striking the right balance with your manager-coach posture
- Developing authentic communication that is both clear and appropriate

### **Role-playing**

Identify the expectations and motivational drivers of Generation Z, then stage a manager-employee interview to experiment with different postures (high/low) and analyze their effects on the relationship and motivation.

Group debriefing.

## **3 Managerial coaching**

- Identify levels of autonomy and professional maturity
- Set motivating and achievable goals
- Support skills development through regular, constructive monitoring
- Adapt your questioning and feedback
- Encouraging responsibility, success and collective contribution

### **Hands-on work**

Based on a concrete case study, participants assess a young employee's level of autonomy, define appropriate objectives, then practice in pairs to conduct a follow-up exchange using manager-coach tools.

## **4 Dealing with complex situations with Generation Z**

- Identify sources of tension, signals of resistance and obstacles to cooperation
- Use advanced manager-coach tools to defuse blockages and restore dialogue
- Use constructive reframing and positive influence techniques to maintain motivation
- Encouraging action and remobilization

### **Role-playing**

Act out situations of tension (resistance, lack of commitment, misunderstanding) and collective debriefing on appropriate reframing and coaching postures.

## **Dates and locations**

### **REMOTE CLASS**

2026 : 15 June, 22 June, 28 Sep., 10 Dec.

### **PARIS LA DÉFENSE**

2026 : 4 June, 8 June, 21 Sep., 3 Dec.