Course : Managing seniors

Making experience a performance driver

Practical course - 2d - 14h00 - Ref. MSR

Price : 1360 € E.T.

NEW

What if experience were your best performance lever? This training course will give you the keys to valuing, mobilizing and engaging senior profiles in a forward-looking collective dynamic.

Teaching objectives

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

- Identify the specific engagement levers for senior profiles
- Adopt an adapted and individualized management approach
- Valuing experience without stereotyping
- Creating a dynamic of intergenerational cooperation
- A proactive and positive approach to end-of-career management

Intended audience

Managers, team leaders

Prerequisites

No

Practical details

Hands-on work

Role-playing, practical exercises, building an action plan, collective reflection.

Teaching methods

Active teaching methods based on discussion, guided exercises and real-life situations. Assessment throughout the course, and development of a personalized action plan.

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

1 Understanding seniors at work

- Who are today's senior employees? Key data, profiles, diversity
- What are their motivations, obstacles and needs?
- Deciphering stereotypes and their effects on management

Exercise

Collaborative work to establish the current situation. Portrait of seniors vs. other generations: similarities and differences. Discussions aimed at distinguishing reality from stereotypes. Reflection: what are the levers for federating an intergenerational team?

2 Adopt the right management style

- Giving meaning, recognizing, trusting
- Adapting support: pace, health, learning, training
- Managing sensitive situations: disengagement, fatigue, silent eviction
- Conduct constructive interviews (career assessment, future projects)

Exercise

Work on mapping your team and determining the appropriate management style. Focus on high value-added missions that can be delegated to seniors, to enhance their expertise and their role in the team. Role-playing exercises.

3 Promoting intergenerational cooperation

- Encourage the exchange of skills: training, reverse mentoring, mixed pairs, etc.
- Present your team with your strategic vision, emphasizing a shared corporate culture and strong values.
- Valuing the specific roles of seniors in project teams

Exercise

Strategy presentation highlighting intergenerational synergy. Use of the "strategic bridge" tool.

4 Enhancing the quality of managerial relations

- Developing your emotional intelligence
- Practice active listening and assertiveness to assert yourself with ease
- Managing difficult situations: resistance to change, victimization, disempowerment...
- Giving constructive, positive feedback
- Reframing and remotivating

Exercise

Review of difficult situations encountered by participants. Role-playing situations: reframing interviews. Use of communication techniques.

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.

5 Anticipating and supporting the end of a career

- Enhancing the future departure: anticipation, project, rhythm
- Explore HR levers: handover, accommodation, phased retirement, etc.
- Adopt a coaching posture to support each stage of your career path
- Make everyone a key player in the company's transformation: innovation, digital, ecological transition...

Exercise

Role-playing situations: career-end preparation interview. Use of communication techniques (active listening, assertiveness)

Dates and locations

REMOTE CLASS
2026 : 25 June, 28 Sep., 14 Dec.

PARIS LA DÉFENSE
2026 : 15 June, 21 Sep., 7 Dec.