

Course : Strengthen intergenerational cohesion in your team

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

Price : 1360 € E.T.

★★★★☆ 4,4 / 5

This training course will enable you, as a manager, to transform generational diversity into a real lever for cohesion and performance. You'll learn to understand the specificities of each generation, adapt their communication and prevent tensions to strengthen team collaboration. Concrete tools and practical exercises will help you turn each difference into a collective strength.

Teaching objectives

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

- ✓ Adapting communication and management to strengthen understanding and commitment
- ✓ Promoting collaboration and preventing intergenerational tensions
- ✓ Developing sustainable cohesion by promoting complementarity and the transmission of knowledge

Intended audience

Managers, executives

Prerequisites

No

Practical details

Hands-on work

Self-diagnosis, tests, active role-playing, experience-sharing, role-playing, personalized debriefing.

Course schedule

PARTICIPANTS

Managers, executives

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.

1 Understanding the frame of reference of different generations

- Deciphering each generation's representation of work (X,Y,Z)
- Identify individual values, codes, needs and motivations
- Identify the impact of generational differences on managerial practices and collaboration
- Adjust your posture to better meet the diverse expectations of each individual

Exercise

In sub-groups, map the differences between generations (relationship to work and hierarchy, values, needs, motivations...) and their effects on team dynamics.

2 Adapt your communication and management skills

- Identify the preferred communication styles of different generations
- Adjust your communication style to strengthen mutual understanding
- Adapting management to different levels of autonomy, motivation and maturity
- Giving effective feedback according to generational expectations
- Recognizing and valuing individual contributions to strengthen commitment

Role-playing

Using a variety of scenarios, practice adapting your communication and feedback to different generational profiles to enhance understanding and commitment.

3 Promoting intergenerational collaboration

- Identify and activate shared motivational levers between generations
- Creating the conditions for a climate of trust and mutual respect
- Encouraging cooperation, listening and mutual recognition
- Making the most of each individual's contribution to the group

Hands-on work

Identify common motivational levers and define concrete actions to strengthen cooperation and trust.

4 Anticipating and defusing tensions between generations

- Identifying the sources and first signs of intergenerational tensions
- Adopt a mediation and constructive regulation posture
- Defusing delicate situations

Role-playing

Analyze generational tension and practice constructive reframing as a mediating manager.

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.

5 Embodying a mobilizing management style

- Promoting and disseminating the team's intergenerational values
- Structuring a clear and stimulating collective framework
- Building a shared operating framework
- Align team objectives with organizational strategy

Hands-on work

In sub-groups: analyze an intergenerational team project and identify the managerial levers for mobilizing everyone around a common, shared vision.

6 Establish lasting intergenerational cohesion within the team

- Enabling everyone to find their place in the team
- Capitalizing on differences to strengthen collective performance
- Promoting the complementary nature of senior expertise and junior skills
- Establish collective rituals to maintain cohesion over time

Hands-on work

Build an action plan to maintain intergenerational cooperation and transmission on a daily basis.

Dates and locations

REMOTE CLASS

2026 : 1 June, 8 Oct., 26 Nov.

PARIS LA DÉFENSE

2026 : 18 May, 1 Oct., 19 Nov.