

Course : Managing and retaining Generation Z

Investing in new generations

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

Price : 1360 € E.T.

★★★★☆ 4,3 / 5

In a fast-changing professional environment, managing Generation Z is becoming a strategic challenge. This training course helps you to understand their expectations, adapt your management practices and establish authentic communication. You'll learn how to strengthen their commitment, integrate them successfully and develop lasting intergenerational collaboration within your teams.

Teaching objectives

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

- ✓ Understanding how Generation Z operates at work
- ✓ Communicate authentically and build lasting trust
- ✓ Successfully integrating and retaining Generation Z
- ✓ Encouraging intergenerational collaboration within teams
- ✓ Adapt your management style to boost commitment and performance

Intended audience

Line managers, executives, project managers, HR managers.

Prerequisites

No

Practical details

Hands-on work

Workshops, focus groups, role-playing, case studies, analysis of practices, feedback.

Teaching methods

A participative approach alternating theoretical input and practical application.

Course schedule

PARTICIPANTS

Line managers, executives, project managers, HR managers.

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 Decoding Generation Z

- Analyze the behaviors and operating modes of Generation Z
- Identify their values, expectations and relationship to work
- Understand their relationship patterns and their relationship with hierarchy
- Deconstruct preconceived ideas to adopt an objective and constructive outlook

Group discussion

Discuss the characteristics of Generation Z

2 Successful integration

- Giving meaning from the outset: sharing the company's culture, codes and values
- Clarify missions and mutual expectations
- Support a gradual, personalized integration process that fosters autonomy and confidence
- Encourage mentoring and sponsorship to strengthen commitment and a sense of belonging

Case study

Analyze a case study of a young employee's integration and identify the levers that foster their long-term commitment.

3 Adapting your management style

- Adapting management to different profiles and situations
- Encouraging empowerment and co-determination
- Conduct regular, constructive interviews to support progress and autonomy
- Establish a culture of positive feedback and ongoing dialogue

Role-playing

Based on real-life experiences, identify the levers of empowering management and test managerial approaches adapted to Generation Z.

4 Communicate effectively and authentically

- Create a lasting bond of trust based on an open, caring attitude
- Adapting your communication to the codes and expectations of Generation Z
- Preventing and defusing tensions by restoring a constructive and peaceful dialogue and return chariot

Role-playing

Apply different communication styles to situations of disagreement or misunderstanding with a new employee. Group debriefing.

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 Building loyalty among Generation Z and anchoring commitment over the long term

- Identify disengagement signals and understand their root causes
- Identify loyalty drivers: meaning, needs, recognition, evolution, balance...
- Create stimulating career paths that encourage skills development
- Aligning individual aspirations with the company's collective objectives and our chariot
- Establish a managerial culture based on trust, appreciation and autonomy

Hands-on work

Based on a given scenario: analyze different situations to propose loyalty levers adapted to the context

6 Promoting intergenerational collaboration within the team

- Leveraging complementary backgrounds and experiences to boost collective performance
- Strengthening cohesion through mutual understanding and day-to-day cooperation
- Establish team rituals to encourage mutual support, experience sharing and transmission

Exercise

Draw up an intergenerational team charter defining the rules of operation, communication and cooperation.

Dates and locations

REMOTE CLASS

2026 : 25 June, 24 Sep., 14 Dec.

PARIS LA DÉFENSE

2026 : 25 June, 24 Sep., 14 Dec.