

Managing Across Generations

Overview:

Retention is an issue that today's organisations pay serious attention to. Retaining the right people means being able to retain and attract business.

Many Australian organisations invest enormous amounts of time and money in employing only to find their star recruit walking out the door within the first twelve months.

Research suggests that different methods are required for sourcing, selecting, motivation and retaining different generations.

For most organisations a significantly greater focus on attracting and retaining various generation. Specifically this workshop will address:

- Generational definitions
- Generational employee orientation
- Incentives to attract and retain potential employees.
- Ways to correct common managerial mistakes made
- The impact of the work environment
- The impact of learning and development and career progression

Designed for: Managers and organisational leaders

Duration: 1 day

Content:

Defining the Generations

- Australia's generations
- Generational influences
- Generational work attitudes

Baby Boomers

- Generational shapers
- Sourcing Baby boomers
- Selection
- Motivators
- Retaining Baby boomers

Generational X

- Generational shapers
- Sourcing generational X
- Selection
- Motivators
- Retaining generation X

Generation Y

- Generational shapers
- Sourcing generational X
- Selection
- Motivators
- Retaining generation Y

The work environment

- Projects and work assignments
- Recruitment mediums
- The application process
- Job fit
- Skill testing
- Managing expectations

Retaining Across Generations

- Leading and managing
- Work life balance
- Consultation
- Team environment
- Social interaction
- Job variety
- Reward and recognition

Learning and Development

- Individualised career plans
- Formal learning events
- Beyond training
- Job rotations
- Mentoring
- Job enrichment



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