

Course Title

Inter-generational Management

What to expect

A well-run company or inter-generational warfare?

Workshop on how to manage a work team composed of several different age groups.

Practical solutions based on latest neuroscience and organizational psychology – Module II

Overview

Track	Executive
Instructor	Tomáš Klvaňa
Date	March 5 - 6, 2021
Format	Two-day workshop
CPD Hours	12
Delivery	On campus
Price	13,490 CZK
Academic credits	N/A
Pre-requisites	N/A
Language	English

Course Description

A healthier way of life, scientific advancement, and better healthcare have significantly increased our average life expectancy and with it, the time span during which we are active and productive is extended. Post - industrial societies are aging and the presence of several different generations in the workplace is becoming more of a rule than an exception.

Companies today strive to create a competitive edge by excelling in innovation, creativity, team energy and a winning culture. However, with a multi-generational workforce, these goals are becoming harder to achieve. Add to that the cultural, national and even language differences in the workplace, and it's even more complicated.

Best practices of successful companies prove that the tension inherent in any diversity can be turned into an asset, and an engine of innovation, by creating a well-composed, balanced, and motivated team.

This module is based on the expertise and literature in the fields of socio-demographics / generational cohorts / social psychology, organizational psychology and emotional intelligence in management (Robert Kegan, Daniel Goleman), Theory of Management and Leadership (Grant, Amy Edmondson, Joshua Waitzkin), Theory of Creativity (Frans Johansson), and studies of organizational habits and their targeted changes (Stephen Covey, James Clear). Case studies and examples of good practice from the Harvard Business Review archive will be used, as well as the experiences of successful entrepreneurs and managers, such as Barry Diller, Ray Dalia and many others).

Learning Outcomes

- * Gain insight into the inter-generational and diversity dynamic grounded in the psychology of adult development
- * Master smart management of diverse teams, based on the Peaks Model
- * Learn how to turn friction and conflicts into key corporate and organizational assets
- * Use diversity management to unleash team creativity and entrepreneurial spirit

Methodology

The workshop combines lecture sessions, discussions, model exercises and tests. It uses methods of design-thinking, and a combination of in-class learning, with interaction between participants and the instructor, with work on a modern online platform which supplements classes and enables cooperation between individuals and teams.

Schedule and Course Content

Day 1 Outline				
Morning Session Content	Date	Time	Place	Duration
Generational cohorts theory and its misapplication Emotional intelligence Focused discussion	March 5	9am - 12pm	AAU Classroom	3 hours
Afternoon Session Content	Date	Time	Place	Duration
Model exercise (Emotional Intelligence) The Peaks theory of the brain Psychologically safe organizations Barry Diller Case study Quiz & Review	March 5	2pm - 5pm	AAU Classroom	3 hours
Day 2 Outline				
Morning Session Content	Date	Time	Place	Duration
Givers and takers in an organization DDOs and transcending your level Model exercise (Dalio/idea meritocracy) Focused discussion	March 6	9am - 12pm	AAU Classroom	3 hours
Afternoon Session Content	Date	Time	Place	Duration
Diversity and creativity Learning and excellence Model exercise (diversity/innovation) Review	March 6	2pm - 5pm	AAU Classroom	3 hours
Materials	Handouts will be provided at the start of class.			
Lunch Break	Provided for all participants at Café des Taxis.			