

## **TMY-SS17: Leading and Coaching Generation Y in The Workforce**

Course Code: TMY-SS17

Duration: 2 days

Instructor-led Training (ILT) | Virtual Instructor-led Training (VILT)

### **OVERVIEW**

With an Ipad in one hand, an iPhone held with the other hand to their ear and with an eye on the latest downloads at the same time. They want to work but they don't want work to be their life. These are the Gen Y, otherwise known as the millennials. Like them or not, they are here to stay and they're not afraid to let you know of that reality.

Learn to manage young, smart and brash employees who may wear flip-flops to the office or listen to iPods at their desk. This informative and entertaining program combines relationship building with psychological research on how to raise your awareness of generational issues and create better relationships with younger employees with Coaching.

### **SKILLS COVERED**

At the end of the training program, participants will be able to:

- Understand the differences between generations
- Avoid forming judgments based on generational bias.
- Allow you to create and develop Gen-Y's career and enhance their commitment and contribution to your organization.
- Understand the motivating factors of Gen-Ys

- Understand the role and impact of Gen-Ys in today's world
- Coach Gen-Ys through the EDGE Model
- Create and make work significant for Gen-Ys
- Employ appropriate flexibility for Gen-Ys
- Provide relevant feedback through understanding Gen-Ys

### **WHO SHOULD ATTEND?**

Leaders, Heads, Managers, Supervisors, Senior Executives, Executives and anyone who wish to gain an indepth insight on leading and coaching Gen Ys.

### **PREREQUISITES**

There are no prerequisites required to attend this course.

### **MODULES**

#### **MODULE 1 - WHO ARE GEN-YS?**

- Discover the differences between generations
- Discover the shaping force of generations
- Discover who Gen-Ys really are
- What about GEN Z? Are we ready for them?

#### **MODULE 2 - WHY GEN-YS BEHAVE THE WAY THEY BEHAVE?**

- Generation Y on steroids: High-performance, high-maintenance workers with strong sense of self-worth
- Revisit Maslow's Hierarchy of Needs to better understand the personality and behavior of different generations
- Discover the new form of Maslow's Hierarchy of Needs and personality for Gen-Ys at the workplace

### **MODULE 3 - WHY DO WE NEED GEN-Y?**

- Discover the impact of Gen-Ys in today's workplace
- Discover their roles in working with Gen-Ys in today's workplace
- Discover Gen-Ys role in their career success

### **MODULE 4 - BRIDGING THE GAP WITH COACHING**

- Introduction to Coaching
- Learn the key tools in coaching ( Powerful Questioning and Effective Listing )

### **MODULE 5 - BRIDGING THE GAP THROUGH EDGE : ENGAGEMENT~ THEY ONLY WANT TO BE ENGAGE AND NOT GET MARRIED**

- Discover how to develop meaningful / Engagement with Gen-Ys
- Discover ways to infuse meaning to normal day to day work / projects for Gen-Ys

### **MODULE 6 - BRIDGING THE GAP THROUGH EDGE : DESIRE~GENERATING DESIRE TO STRIVE AT WORK**

- Define, design, develop and deploy a system of flexibility to be implemented in the workplace
- Brainstorm a system that will motivate Gen Y in the workplace.

### **MODULE 7 - BRIDGING THE GAP THROUGH EDGE : GOALS ~ALIGNING THEIR GOALS WITH YOUR COMPANY GOALS**

- Set Goals with Gen-Ys
- Discover effective ways of delivering feedback and connecting with GenYs

### **MODULE 8 - BRIDGING THE GAP THROUGH EDGE : 3E, EMPOWERMENT WITH ENCOURAGEMENT AND CONSTANT EVALUATION**

- Ways to empower and Encourage Gen-Y in your workplace.
- Create a system of constant evaluation for Gen-Y.
- Time-saving ways to meet the demands of people used to getting constant feedback

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