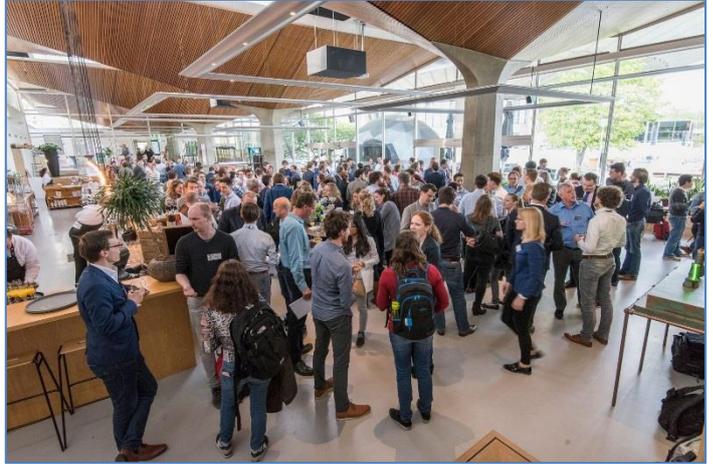




BRIDGING THE GAP

HIGH TECH NL YOUNG PROFESSIONALS EVENT 2017



Young committees of Philips, NXP, Vanderlande, ASML, Océ, Thales and VDL ETG together with High Tech NL have initiated a joint collaboration to organize an event for all young professionals within their organizations. About 150 Young professionals and 50 senior leaders and experts joined the event. The central theme was bridging the gap between generational differences.

Marieke Grondstra introduced the central theme by providing results of her research related to generational differences. Why does generation Y have different needs and beliefs than the baby boomers and what can be expected of our future generation Z? Which generations or combination of generations will increase innovativeness and growth within companies? These questions, amongst others, were answered by Marieke.

Willem van der Leegte answered questions related to his perception of generational differences during a college tour setup. The 35 year old President & CEO of the VDL Groep indicated that he is very lucky being able to succeed his father, but also has been working hard to prove himself as capable leader of the firm currently consisting of 13.000 employees, distributed amongst 90 companies.



Marieke Grondstra



Willem van der Leegte





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After inspiring plenary talks from Marieke and Willem, the Young professionals were divided into mixed teams to discuss three topics related to generational differences:

1. Knowledge transfer
2. Organizational changes
3. Motivation

Mixed teams discussed these topics based on their experiences, views and possibilities to deal with the challenges related to the topics. The discussions were led by senior professionals of all seven firms that organized the event. Each team discussed every topic and since the senior professionals switched between groups, they could use knowledge gained by previous groups as input for the next group.



Overall, the participants were really enthusiastic about the event. Different generations were brought together and were challenged to come up with solutions for one of the most fundamental problems that companies currently have to deal with. Additionally, participants enjoyed learning about other High Tech companies and expanding their networks with new interesting people.

Do not be disappointed if you were not able to join this year, there will be a High Tech NL event in 2018. Hopefully we will see you next year!



Organizing team of High Tech NL 2017

