

BRIDGING THE GAP

HIGH TECH NL YOUNG PROFESSIONALS EVENT 2017



THALES



ASML



PHILIPS

VANDERLANDE



Mentimeter output

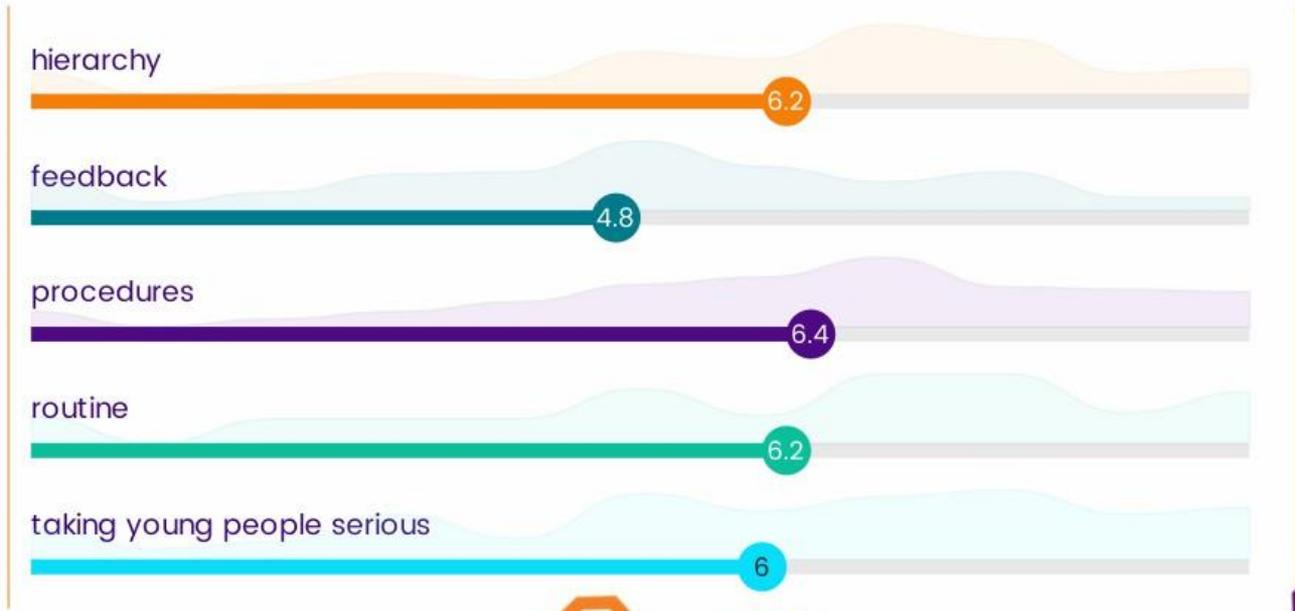
Define what is the biggest energy drainer at work:

Administration	No Structure
Administrative Meetings Small_tasks	Old_Approaches
Atmosphere	Old_WoW
Being_stuck Procedures ERP_system	Paperwork Hierarchy Traveling
bureaucratie paper_work administration	Papierwerk Meetings
Change	People_escalating For_stuff_they_can Fix_themselves
Communication	Procedure Hierarchical Less_time_for_innovations
Complainingseniors	Procedures
Convincing	Procedures
Documents Trainings	Procedures Administrative_tasks
Doing Nothing	Process Procedure
Excel	Process Structure Management
Hesitance Delays	Processes Hierarchy LongWaitingForOtherPeople
Hesitance Reluctance	Re-organisation
Hierarchy	Repetitive Paperwork
Hierarchy Demotivation	Repitition_of_task No_connection_with_collea Bureaucracy
Hierarchy Distance Miscommunication	Reporting Micromanagement
Hierarchy Work Irrationality	Slow Processes
Long_decision_making Meetings	Slow Stuborn Meetings
Meetings	Software Procedures
Meetings	Stubbornness Old_habits Burocracy
Meetings Bureaucracy	Technicalproblem deadline Ignorance
Meetings Mail Administrative_tasks	Tension Routine
Meetings Manager	Uncertain_boundaries
Meetings More_meetigs	Undefined_resposibilities Software
Micro_management Long_meetings	Work
Misunderstanding Untrust	

Define what gives you work energy:

Acknowledgement Happiness Salary	Getting_things_done Results Good_chats
Busy Challenges	Good_coffee Clear_communication People_engaged
Challenges Changing_work	Helping_others
Challenges	ideas team_spirit holidays
Challenges Colleagues Faciliities	Improvement
Clear_goals Results	Innovation Comceptworking Collaboration
Collaboration Initiative Responsibility	Innovative_solutions
Colleagues	Motivation Appraisals Innovation
Colleagues Happiness Creativity	Motivation Having_Impact
Colleagues Informal_invironment	Networking Progress Teamwork
Collegues Brainstorm Change	Opportunity Learning
Collegues Fun	Other_people Teamwork
Connect Explore Change	Own_choices
Conversations Fun Progress	People Achieving_goals
Creativity Flexibility Openness	Problems Challenges Smart_people
Creativity Innovation Freedom	Progress
Creativity Presentations People	Recognition Challenges Digitalisation
Equality Possibilities	Recognition Fun Socialness
Exploration Collaboration Freedom	Relationships Bonding Creativity
Exploring Teamwork	Results Coffee Teamwork
Extra_activities Meetings_and_discussions Responsibilities	Results Experience Freedom
Finish People	Results Team_effort
Flexibility Responsibility	Social_activities Impact Creativity
Freedom Colleagues Air	Support Ideas Fun
Freedom Idea Empathy	Understanding Achievement Invention
Fun	Work

What are the biggest challenges between generations



How should intergenerational learning be facilitated?



Golden idea for: Knowledge transfer:

Group work	Open mind & attitude towards sharing knowledge
Have a tool	Open culture
Have an open mind	Open mind
Implement sharing session between generations	Participate in social events
Interact with colleagues	Personal Connection
Invest time to understand cultural and personal barriers between generations to avoid frustration	Personal contact
Involve different mindsets	Personally motivated connection
Involving young people in higher management meetings	Platforms, knowledge sharing sessions with monthly topics
Just ask!	Put example about how to share.
Know you colleagues	Random lunch meetings
Lean	Reduce barriers for sharing, group performance over individual
Listening	Reward
Make knowledge available	Reward people sharing knowledge
Make management team members to become more buddies	See, summarise and try it yourself
Make people care, both floor and management	Shadow system for guidance Competence management database for support
Matrix working and flexible project assignment..	Share the WHY
Matrix, just download the knowledge into you brain. As in the near future will surely realize!	Shortest path could be "just ask"
Encouragement	Socializing events with beer
Mentor	Take the driver's seat
Minimize fear of sharing	Take the time for it
Motivate and reward people for sharing knowledge.	Take your responsibility!
Motivation	Think before you act
Multidisciplinary sharing	To prompt and motivate from management
Mystery lunches	understand yourself.
Networking and informal sessions	Utilize strengths of generations
	Wiki page with shared information for different people

Golden idea for: Motivating generations:

appreciation	Listening and acting upon wishes of people
Being able to express yourself	Make sure people are not afraid to share
Burning platform	Maturity in position and private life impacts what you find important in your job.
Create safe environment where everything feel involved.	Money
Empowerment	Open culture
Enable them to achieve their purpose: career, recognition, development...	Open minded and respect
Engage in conversation: between the generations about their motivations	Openness of the company goal
Feel the right mix of ambitions	Opportunity to fail
Find the right mix	Personal development
Give people what they want	Personal motivators
Inspire	Provide Challenge
Involve all generations & all layers of the organization in decisions	Respect and understand
Involvement in decision making and empowerment	Respect each other's views
Know the purpose of your colleague and adjust your behaviour to it and connect...	Trust each other
Know you colleague	Understand each other
Knowing the context of change	Use a different way to convince someone, like a game
Let people try different jobs, approaches, ideas	Working in teams. Using technology of younger people, for innovation.
Listen to the older people	Work-life balance
Give responsibilities and chances to young and old to grow.	Y: No micro management (unless you like it and ask for it)

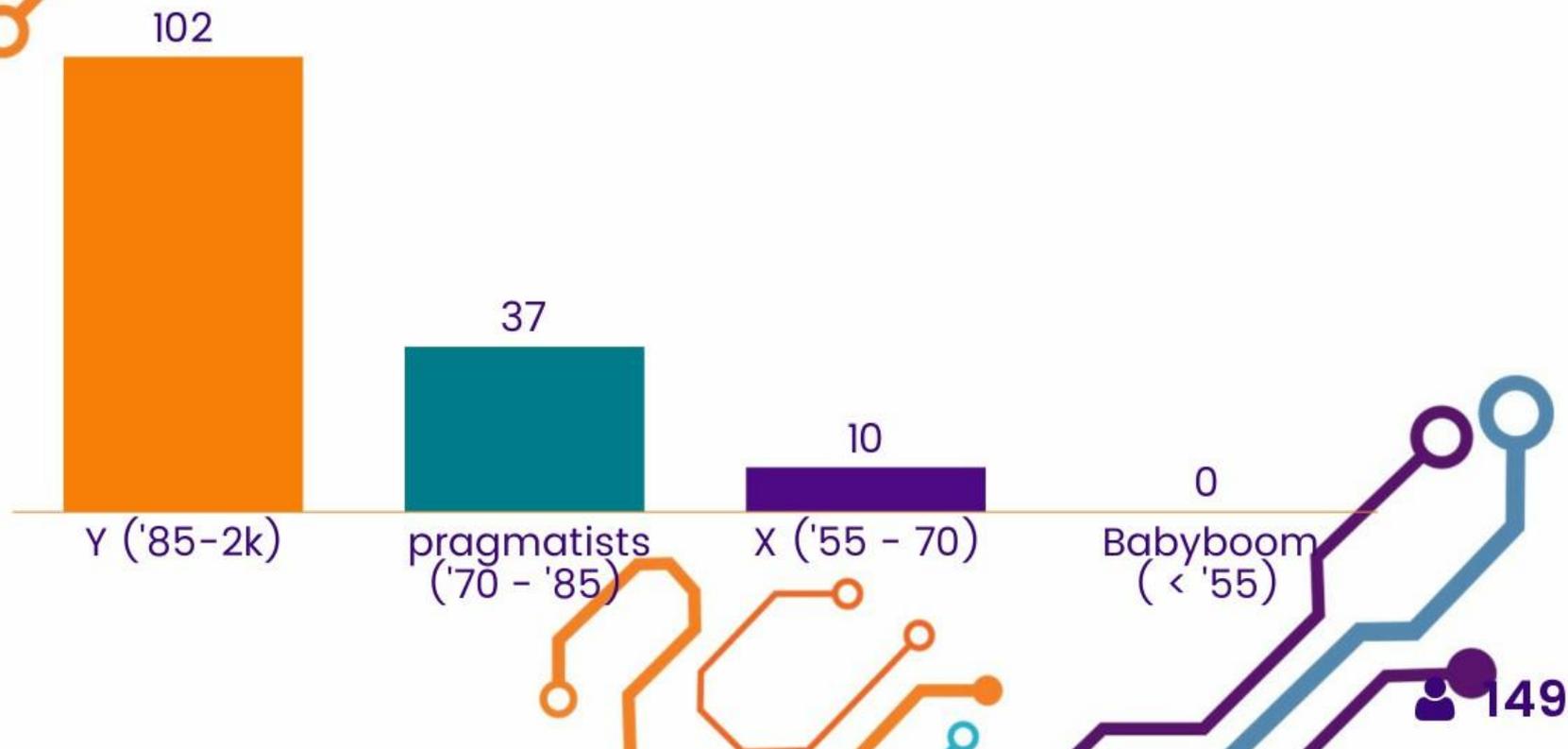
Golden idea for: Change management:

Adapt	Just force them to change, by force.
Be clear about failed and successful changes	Look at the individual not the generation
Cobine correct intrinsic and extrinsic values for life situations.	Manage expectations early on
Common goals	Measure success/ failure and share outcome with all stakeholders.
Communicate transparant & clear.	Enable transparency in the process
And involve good (diverse) representatives. Just do it;).	Mingle generations
Culture, leadership, vision	Minimize resistance to change through understanding your stakeholders needs and fears
Different people different message	Once it is clear what will happen: open and honest feesback to each other
Don't complain, make change!	Open minded
Explain (why) and involve people	Openness and transparency
Flexibility	People want to be part of the change instead of being changed
Focus on the people to make the change smooth	Prepare people for the future
Get out of your comfort zone by getting to know people	Related to motivating generations, need to create sense of urgency and lead also by informal leaders
Get people involved	Remove friction by mixing ages in company layers
Go to a different environment (offsite) yo brainstorm and deploy the change	Respect individuals ideas
Inform of the change on forehand. Like Willem said: "January 1st they knew, 10 months later I became CEO"	Rewarding.
Informal change 'managers'	Share the WHY
Inspire and respect	Show clear benefits of change to engage people to do it.
Involve and discuss with people	Take a step back and look from the other perspective
Involvement	Take time for the implementation
It's all about people. Make them part of the change ISO change them	Willingness to change
Take initiative	Get out of comfort zone

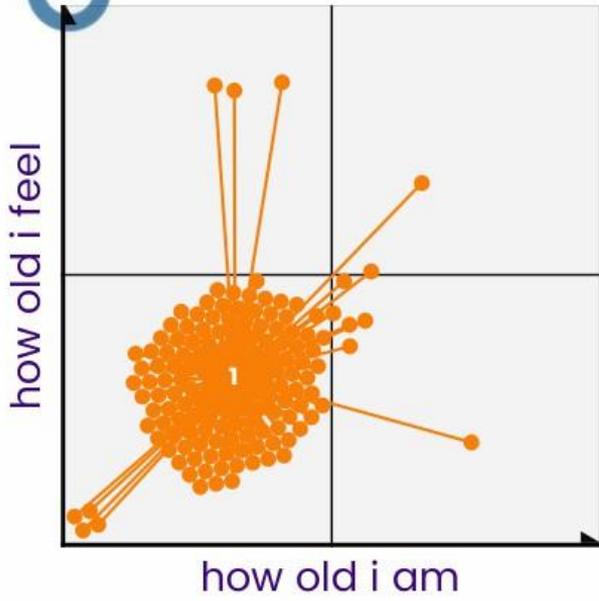
What are you going to do differently tomorrow?

Be Emphatic	Introduce the random buddy of the week system
Be happy!	Its all about real connections
Be more transparant to coworkers and ask more	Just do it
Be open to changes whether from GeN X or Gen Y	Just keep on going
Build up more relationship	Know the personal purpose of my colleques..
Business as usual	Listen
Call old people senior	meetings.....
Communicate more and more	Motivate people
Contemplating	Relieved knowing that we survived
Dare to ask	Share my insight with colleagues
Date to ask	Sharpen my goals for new opportunities
Find a new job	Take initiative
Gameification to motivate	Talk to managers
Have different facilitators for same teams	Understand where the other one is coming from.
Introduce / implement mystery lunches	Use another perspective
	Wonder why

I am generation



2 by 2 Matrix



1 my age



At work, I connect well with

