



Centre de Recherche Magellan



# ISEOR'S FALL CONFERENCE

Simultaneous translation in French, English and Spanish

IN PARTNERSHIP WITH



How to work together ?  
Intergeneration challenges

« Nowadays, intergenerational cooperation inside organizations is a main question for all managers. Working together, overcoming prejudices, ensuring the transmission of knowledge and expertise, mobilizing around unifying projects... these are the current issues that have to be studied to design today and tomorrow organization »

Henri Savall

18<sup>th</sup> & 19<sup>th</sup> october 2018

In Lyon - iaelyon, 16 rue Rollet 69008

Information and registration  
[colloquaiseor2018@iseor.com](mailto:colloquaiseor2018@iseor.com)

# PRESENTATION



● HOW TO MAKE INTERGENERATIONAL COOPERATION A LEVER OF SYNERGY, COHESION AND SUSTAINABLE PERFORMANCE ?

● HOW TO FEDERATE PEOPLE AROUND COMMON PERSPECTIVES, BEYOND AGE, SENIORITY AND EXPERIENCE DIFFERENCES ?

● SHOULD INTERGENERATIONAL MANAGEMENT BE AN OVERALL OR A DIFFERENTIATED LEADERSHIP MODEL ?

## The assessments:

> Nowadays, Intergenerational management is a challenge for all organisations : 3 generations called "X, Y or Z" can be mixed together in organizations.

> The segmentation of generations is a source of tensions in organizations and source of dissatisfaction for individuals.

> The intergenerational cooperation/cohabitation is not leadered enough by management to face new challenges.

> Mental patterns linked to age or seniorities can cause resistance to change.

> Age can be a recruitment or non-recruitment canon. the apriorisms linked to age can drive to irrelevant strategical decisions.



During those two days of the conference, we will speak about the challenges of intergenerational management in companies and organizations.

Numerous observations were subject to theories and publications on this theme that impacts all organizations. Intergenerational management raises the question of the impact of people management stereotypes and prejudices linked to age.

Through this Conference, we hope to give voice to directors, managers and collaborators and to open new reflections in order to enhance generational diversity as an essential factor of sustainable performance.

## TOPICS

- Integration of new hired people: young or experienced persons
- Prejudices about generational cooperation difficulties
- Relations between skills and behaviours
- Transmission mode of know-how
- Unavoidable resistance to change
- Negotiation between generations
- Management of the quality of people's integration in companies
- Frontier between professional and personal life

## The numeric revolution is ongoing

### Because there are major transformations in the world,

because they make us, our teams and our clients, to be multi-connected actors. Because geopolitic and technological transitions modify our behaviours, our activities, our environment. Because we must reinvent the rules of the game and push off the limits. To move forward faster, act better and differently.

### Because digital technology transforms our daily lives,

our personal moments, our professional activities. Because a competitor can emerge from a simple hackaton and because a cyber attack or 140 characters can destroy an organization, we must question : Must digital technology be everywhere and for everyone ? Can Artificial Intelligence increase human potential... or replace it ?



### Because we must change our way of thinking and acting,

in order to design true transformative solutions, make new ideas emerge, rely on every talent, every experience. Our consultants must be hyperconnected to the world around them and therefore anticipate tomorrow's world.

### Because richness of our professions, our teams

and our connections invite us and our clients to a constant questioning and to an absolute quest for quality and knowledge, we'll enter together in the transformative age.

Head company

managers, directors

of numerous sectors,

consultants, experts,

we wait for you...

## ● CONFERENCE FIGURES

■ More than 300 participants

■ Ten experts and scholars will take part to propose good practices in organization and steering

■ Fifty company's leaders, managers and collaborators will share their successes and difficulties linked to intergenerational cooperation issues

● Among participants

EY (France), Manpower (Belgique), Brioche Pasquier, Leclerc La Belle Vie (France), Technord (Belgique), Savoie-volailles (France), Aguacates Sánchez Hass (Mexique), John Conbere, SEAM Inc. (États-Unis), Soly Import, Elcom, iaelyon (France), University of Málaga (Espagne), Actalians, Orgalys, Cavatello, Cetaf, Ninkasi, SLB Medical, Adapei-Nouvelles (France), Fondation Aigues Vertes (Suisse),...

*CURRENT LIST*

## OBJECTIVES

### ● DOMESTICATE INTERGENERATION AND OVERCOME PREJUDICES

Put ones apriorisms aside to facilitate interaction between generations

### ● CAPITALIZE AND SPREAD GOOD PRACTICES

Analyze and share everyone's skills and innovative experiences

### ● IMPACT OF SOCIO-ECONOMIC MANAGEMENT

Appreciate the impacts of innovating socio-economic management

# EY Consulting and ISEOR research center team up in a novel partnership

In 2018, EY and ISEOR combine their respective skills and expertise at the service of sustainable companies growth

- ▶ Based on 45 years of experimentation in organizations, ISEOR developed a proven methodology of socio-economic management by placing human being at the heart of the transformation.
- ▶ Allied with the multidisciplinary business expertise of EY Consulting and with the strenght of its network, this partnership aims to accompany organizations' performance growth through mastering their hidden costs.



EY Consulting, an international consulting firm, specialist in organizational and in business process transformation thanks to its multisectorial expertises, in :

- Performance of finance and support functions
- Operational effectiveness
- Change management
- Performance and IT strategy



ISEOR, research and expertise center in socio-economic management, implements in companies and organizations the hidden costs and performance method, to improve quality, efficiency and staff commitment.



+50 academic publications

