

## Working Relationships with Multi-Generational People

**Course Code:** ASKMGC

**Course Synopsis:** In 2013, 51% of Singapore Resident workforce has a university education. By 2020, 35% of Singapore's population will be 50 years and above. Employers will experience a corresponding rise in the number of mature employees within the workforce. In addition, under the retirement and Re-employment Act (RRA), the minimum retirement age is 62 years, employers are required to offer re-employment to old workers who turn 62, up to age 65, to continue their employment in the companies. Re-employment age will rise to 67 by 2017.

It is thus imperative for managers, supervisors, executives and workers in the workforce to be equipped with the necessary knowledge and skills to work with the diverse employees of different generations.

**Course Objective:** By the end of the course, you would be able to:

- Develop our understanding of where the generations gap issue surfaces, and the impact it has on the modern workforce.
- Understand and apply language that is specific to each generation currently in the workplace.
- Explore organization strategies that overcome gap issues.
- Evaluate the need and effectiveness of recruiting, retention, and succession plans in context of the generation gap.

**Course Outline:**

- History in brief
- Finding common ground
- Silents, Boomers, Xers, Ys, and Millennials
- Recruiting that bridges the gap
- Pre-assignment review
- Solutions
- The value of planning
- Holding on for the good times
- Developing targeted retention strategies
- What we really want

**Course Duration:** 1 day (8 hours), 9:00am - 5:00pm

**Course Fee:** \$321.00 (Inc. GST) per participant, SDF grant entitled.

**Course Dates:** Refer to [www.asktraining.com.sg/calendar.html](http://www.asktraining.com.sg/calendar.html)