



Managing demographics

Seizing opportunities and mastering challenges

Seminar objective

In this seminar you will get an overview of the most effective tools and methods of demography management as a form of strategic human resource development, from the introduction of successful strategies, methods and concepts to the adaptation to your specific company situation. Learn what it means to position yourself and make yourself resistant to the stormy times that demographic change will bring to your industry and region.

Seminar content

Demographic change and its effects:

- Demographic change - new and yet old news.
- The role of age structure in the company and the instrument of age structure analysis
- Analysis of the retirement age
- Employees as a success factor - where are my/our problem areas? What are our strengths and weaknesses?

Retaining employees in the long term:

- Life phase orientation - how compatibility and much more can be achieved
- Healthy leadership - principles, good practice and strategies
- Gratification - successful models of demographically sensitive compensation
- Internal marketing for more sensitivity

Strategic planning

- Measuring success: Building indicators for internal communication
- Developing an action plan against the background of strategic goals and available capacities (for your company!)
- Innovation as a response to demographic challenges - the HR-Canvas

Methodology

Trainer input Case studies Practical workshop Exchange of experiences and discussion

Target audience

For HR managers and executives who want to prepare their company for the effects of demographic change and take advantage of the resulting opportunities. For all those whose focus it is to retain good staff or recruit the best new employees.

Course ref.

F2018

Participants

not more than 9 participants

Schedule

1. Day: 10:00 - 17:00
2. Day: 09:00 - 16:00

Location & dates

Münster

28.10.2024 – 29.10.2024
28.04.2025 – 29.04.2025
27.10.2025 – 28.10.2025

Fee

1.150,00 € (ex. VAT)
1.368,50 € (inc. VAT)

Included in the price: Working documents, certificate of participation, lunch and coffee breaks.



FAX-ANMELDUNG +49 251 20205-99

Internet: www.kitzmann.biz
E-Mail: info@kitzmann.biz
Telefax: +49 251 20205-99

Ich melde mich/Wir melden uns zu folgender Veranstaltung an:

1. Teilnehmer

Name/Vorname

E-Mail

Mobilnummer

Veranstaltung Seminarcode

Ort Termin

Firmendaten/Rechnungsempfänger

Firma

Rechnung (Name)

Straße/Nummer

PLZ/Ort

Telefon/Fax

Branche

Datum

2. Teilnehmer

Name/Vorname

E-Mail

Mobilnummer

Veranstaltung Seminarcode

Ort Termin

Anzahl der Mitarbeiter in Ihrem Unternehmen

Kundennummer

Anmeldebestätigung (E-Mail)

Unterschrift