Welcome to all participants and speakers!
If all cultures are governed by the rules of equity and the rules of reciprocation that define how we value each other in our relations, then what are the social currencies that are exchanged? They are love, attention, acknowledgment, acceptance, praise and help.

to work more effectively and successfully by the motivation of enabling others. Servant-leadership is driven at its simplest, materialism, in a hierarchy, ‘polderen’, optimistic, respect for -.

SERVANT-LEADERSHIP

Context: The crisis years of the ’80, generational cohorts: work/lifebalance is driven

Veterans

SERVANT-LEADERSHIP

Pragmatic Gen. ’70 – ’85: global citizens, here and now attitude

Gen Y ’985-2000: characteristics: global citizens, employment, influence, innovating, visual culture, growth of ICT, context: growing Generation, work/lifebalance

Gen X ’55-’70: characteristics: independent, individuality, employment, context: crises years of the ’80, work/lifebalance

Babyboom ’40-’45: characteristics: respect for immigration, industrialization, crises of the ’50, context: postwar generation, work/lifebalance

Nexters ’2000-: characteristics: limited, possible attitude, selfassured, everyting is possible attitude, unlimited, context: a period without major crises, work/lifebalance

Veterans

WITH WHOM DO YOU IDENTIFY?

GENERATIONAL COHORTS:
Challenges for the Organization

1. Do we still have a compelling mission, vision and aspirations?

2. Do we have the right people, processes and organizational structure to achieve our differentiators strategy that all our people fully understand and accept?

3. Do we have an organization-wide culture that helps us grow profitably and ethically?

Questions:
Keeping a relentlessly pro-active focus on three challenges:

Some future challenges that leaders from all generations to develop in helping employees and leading organizations will face...

Servant-Leadership
CHALLENGES IN CAREER DEVELOPMENT

<table>
<thead>
<tr>
<th>Baby Boomers</th>
<th>Generation X</th>
<th>Generation Y</th>
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- Focuses on control commodity experiences
- Base positioning
- Career change
- Money management
- Technology negative
- Work is adventure
- A difficult challenge
- Resilience necessary
- Change acceptance
- Constant roles


- Keynotes: Seniors and the Joy of Lifelong Learning, by van de Bunt-Kokhuis
- Introduction: by Prof. dr. Fons Trompenaars and dr. Sylvia van de Bunt-Kokhuis

PROGRAM OVERVIEW

13.00 Registration-desk
13.30 Opening: by prof. dr. Harmen Verbruggen, Dean Faculty of Economics and Business Administration, Vrije Universiteit Amsterdam.
13.40 Introduction: by prof. dr. Fons Trompenaars and dr. Sylvia van de Bunt-Kokhuis
14.45 Transfer to workshop rooms.
Symposium Workshops - 15.00

WORKSHOP 1 (Room 7A-11):
Servant-Leadership dilemmas in a start-up company with young employees, with Floor Slagter

WORKSHOP II (Room 7A-12):
Effects of age on job crafting: motivations and behaviors of younger and older employees for job crafting, with Sabrine El Baroudi

WORKSHOP III (Room 8A-13):
Serving the well-being of seniors; the social cohesion story of Granny's Finest, with Niek van Hengel, and Theresa Sigillito-Hollema

WORKSHOP IV (Room 8A-08):
Peer education and young leadership; a tool to address social issues, with Jürgen Wander and Khadija Bentaher

WORKSHOP V (Room 8A-10):
Pathways to Success. International comparative research on intergenerational social mobility, with Ismintha Waldring

WORKSHOP VI (Room 10A-08):
Servant-Leadership - reconciling dilemmas!? Assumptions & perceptions across generations, with Inge Nuijten

Program Overview (Cont.)

Program Overview (Cont.)

Closure 17.50

Panel discussion: Meeting of minds and hearts: How to build space outside Symposium Hall.

17.10

Suitors, UK.


16.45

Refreshments and information posters in the gathering space outside Symposium Hall.

16.15

Program Overview (Cont.)

Program Overview (Cont.)

With huge qualitative and quantitative research, Servant-Leadership - recognizing dilemmas? Assumptions & perceptions across generations, Workshop I (Room 1A-08).

With incoming writing, Workshop II (Room 8A-10).

With Jurgen Wander and Khadija Bentaher, Workshop I (Room 8A-08).

With Rick van Hengel and Theresa Sigillito-Hollema, Workshop III (Room 8A-13).

With Sabine El Badawi, Workshop IV (Room 7A-12).

With Floor Stagner, Workshop V (Room 7A-11).

Program Overview (Cont.)
Granny's Finest works across generations to help kick-start young creative talent, while promoting the wellbeing of the elderly through socially sustainable fashion. 

http://www.grannysfinest.com/

**House Keeping**

**Timeslots:** thanks for meeting time requirements.

**The 11th Floor:**

**Elevators:** Please note that the elevator does not stop at the 11th floor.

**Bathrooms:** Can be found on the 10th floor around the corner from this room. There is no functioning WC on the 11th floor.

**Refreshments:** Due to the current reconstruction at our location we will host our refreshments on the 10th floor.

**Seniors**

**Seniors**

**Young Designers**

**Giving Back - Granny's Finest**
PANEL DISCUSSION QUESTION 1:
Do servant-leaders differ across generations? If so, what are the differences?
How/where do you see SL characteristics (e.g., listening, empathy, conceptualization, etc...) supported or played out differently across generational cultures?

PANEL DISCUSSION QUESTION 2:
What do you believe to be the main dilemmas of leading in the services of different generations? Are the qualities that leaders need different for different generations? If so, what are the differences?
PANEL DISCUSSION QUESTION 3:
What is needed at different stages in life and/or careers, for servant-leaders to develop?

What is needed at different stages in life and/or careers, for servant-leaders to develop?

How can HR server employees throughout their careers?