

invitation

LAUNCH OF THE NEW GEN ACADEMY

**IGNITING TALENT
POTENTIAL BEYOND
THE FIRM**

**SESSION 1
15.01.25
PRAGUE
08:30—12:30**

Less connected to the firm than older peers. Suffering higher stress and burnout. Craving clear expectations and feedback. Prizing career progression and remote work. These are the findings of a Gallup poll exploring Generation Z¹

New gen executives also seek clear recognition and a culture that is transparent, trust-based and failure-tolerant. An agile learning environment with open communication channels.

Above all, they value purpose more than status or security — a better world. And the barriers between a professional and personal 'Reason for Being' are dissolving.

Organizations worldwide are struggling to understand, attract and retain these future leaders. The Czech Republic is no exception. But they must, if they are to stay in play. Fortunately, the answers are within reach.

On January 15 2025 a group of young talents will share their Reason for Being, work on a transformational business case using the co-development methodology, and learn about reverse mentoring.

- ▶ **12-15 young talents**
- ▶ **Appointed by the CEO**
- ▶ **Sharing best practices across industries**
- ▶ **Quarterly gatherings, starting January 2025**
- ▶ **Pre-definition of each participant's Reason for Being**

¹ Pendell, R., Y., Vander Helm, S. (2019). Generation Disconnected: Data on Gen Z in the Workplace. GALLUP.

EXCHANGING PRACTICES FOR DIRECT IMPLEMENTATION

A pilot project inspired by demand from CEOs and HR strategists, the Arthur Hunt New Gen Academy is a community of young talent from different industries. People who want to be a positive force for change in their organization and society.

Participants will interact with peers from other companies in an expertly facilitated, open and protected space, with the intervention of experts on request as the programme evolves. They will form healthy connections. Both with peers outside organizational walls and with your management, as they translate their learnings directly into the workplace.

CONCEPT 4 half-day sessions per year

REASON FOR BEING

Individual development session

DAY 1

Sharing Reasons for Being
Co-development case 1
Reverse mentoring intro

TRANSFER & TESTING IN THE WORKPLACE

DAY 2

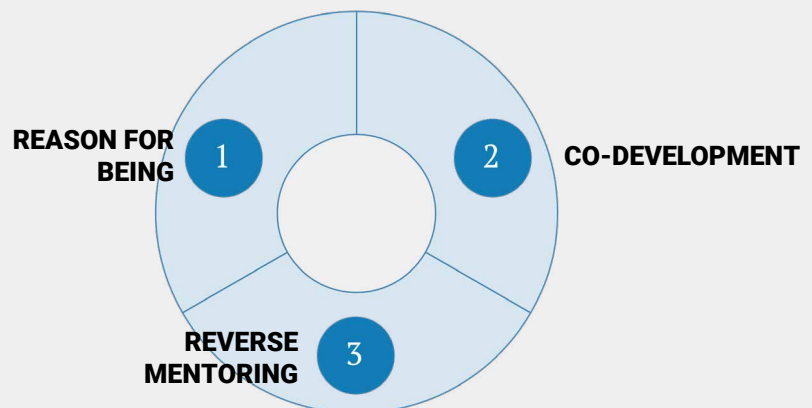
Report back, learnings
Co-development case 2

TRANSFER & TESTING IN THE WORKPLACE

DAYS 3 + 4

Repeat of process

SESSION 1 January 15 2025



1 REASON FOR BEING

Purpose drives performance. Yet few new gens can express their RfB or that of their closest colleagues. Today, the north star that motivates young executives, helps them to navigate complexity and find their place in the organizational puzzle is an untapped source of value. Pre-empt in a one-on-one session with us, each participant will discover their personal RfB². On January 15 all will share the output as a basis for the co-development that will follow.

2 CO-DEVELOPMENT

A consultative methodology for diagnosing a problem and devising an action plan. Teamwork, constructive questioning, listening, objectivity and a solution-focused attitude are fundamental principles. On January 15 each participant will share a current business challenge. The highest-voted case will inform a live co-development exercise on the day, applicable to the real business world.

3 REVERSE MENTORING

A two-way flow of constructive information exchange and learning between generations. When young talent mentors senior leaders the practice bridges the age gap, accelerates next gen career progression and forges new bonds. In short, it fosters diversity and equips firms for the future. But reverse mentoring requires vision, preparation and principles. On January 15 we present the keys.

² Arthur Hunt defines an RfB as a compact sentence that facilitates decision-making. It has 3 components: our core talent, what we ideally bring to others, and the way in which we do this. These apply at both company and individual levels.

Programme

08:30	Arrival, coffee and networking
09:00	Working sessions Facilitation by Laurent Laval. <ul style="list-style-type: none">▶ Setting the scene▶ My Reason for Being▶ My top business challenge and voting▶ Co-development of the selected business challenge
11:00	Reverse mentoring Keys to success by H�el�ene Tixier
11:30	Breakfast and networking
12:30	Close

FACILITATORS



Laurent Laval
Managing Partner
Arthur Hunt Czech Republic

Laurent supports organizational performance through leadership consulting and executive search. His mission is to initiate projects based in a common interest and trust, enabling people to fulfil their Reason for Being. On this basis, he designed Arthur Hunt's pioneering Reason for Being Programme. Prior to executive search, Laurent held senior management roles for market-leading manufacturing organizations including Doosan, Manitou, Bobcat and Fiat.



H el ene Tixier
Senior Consultant
Arthur Hunt Czech Republic

H el ene connects organizations with outstanding executives. Previously, as Head of Global Go to Market for Sanofi Pasteur, she drove digital transformation via reverse mentoring and employee advocacy programs. She led an MBA Program coaching students to resolve business issues and present recommendations to management. With experience of succeeding in a senior management role within a matrix, she has a global track record in leading pharma organisations at country, regional and global levels.

ABOUT ARTHUR HUNT

Opening new perspectives to foster the growth and confidence of people and organizations

Delivering services in **Executive Search, Leadership Performance and Business Transformation**, the **Arthur Hunt Group** was founded in 1991. With over 200 employees, the group operates in 20 European countries. Arthur Hunt has been active in the Czech Republic since 2000. Find out more about how we can support you in your **talent challenges** by visiting www.arthur-hunt.cz.

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