Welcome to all participants and speakers!

"If all cultures are governed by the rules of equity and 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."

Social Currency Across Generations

Spring 2014: SL across Arts (p.m.)

SL across Cultures
SL across Disciplines
SL across Education
SL across Cyberspace
SL across History
SL across the Orient
SL across Communities
SL across Generations

27 Sept 2013
22 April 2013
24 Sept 2012
26 April 2012
3 Oct 2011
2 May 2011
22 Nov 2010
13 April 2010
At its simplest, **servant-leadership** is driven by the motivation of **enabling others** to work more effectively and successfully.
Some organizations will face future challenges in helping employees that leaders senators and leading organizations will face challenges that leaders.

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

2. Do we have the right people, processes and strategy to achieve our differentiated 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 organizational aspirations:

Challenges for the Organization

... from all generations to develop...
Challenges in Career Development

<table>
<thead>
<tr>
<th>Characteristic</th>
<th>Baby Boomers</th>
<th>Generation X</th>
<th>Generation Y</th>
</tr>
</thead>
<tbody>
<tr>
<td>Focus</td>
<td>Control</td>
<td>Commodity</td>
<td>Experience</td>
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<tr>
<td>Base</td>
<td>Positioning</td>
<td>Commodities</td>
<td>Experience</td>
</tr>
<tr>
<td>Change</td>
<td>Resilience</td>
<td>Acceptance</td>
<td>Change</td>
</tr>
<tr>
<td>Money</td>
<td>Important</td>
<td>You need to</td>
<td>Most important</td>
</tr>
<tr>
<td>Technology</td>
<td>Manageable</td>
<td>Commodity</td>
<td>Risk</td>
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</tbody>
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Keynote: Seniors and the Joy of Lifelong Learning, by Carolien van Bergen, Director Higher Education for Seniors (HOVO), Vrije Universiteit Amsterdam.

van de Bunt-Kokhuis, Sylvia

Program Overview

10.00 Registration-desk
10.30 Opening: by Prof. dr. Harmen Verbruggen, Dean Faculty of Economics and Business Administration, Vrije Universiteit Amsterdam.
10.40 Introduction: by Prof. dr. Fons Trompenaars and dr. Sylvia van de Bunt-Kokhuis.
11.15 Keynote: Seniors and the Joy of Lifelong Learning, by Carolien van Bergen, Director Higher Education for Seniors (HOVO), Vrije Universiteit Amsterdam.
11.45 Transfer to workshop rooms.
SYMPOSIUM WORKSHOPS

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.)

16.45 Keynote: Servant vs. Self-serving Leadership: Reflections on the Arab Spring, by Dr. Nabil Sultan, Head of Division Management, Business and Enterprise of University Campus Suffolk, UK.

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

17.50 Closure
GIVING BACK – GRANNY’S FINEST

Young Designers
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/

SEN IORS

Timeslots: thanks for meeting time requirements

House Keeping

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.

House Keeping:

Refreshments: Due to the current reconstruction at our location we will host our refreshments on the 11th floor. In the bathrooms. Refreshments will be available.

http://www.grannysfinest.com/
PANEL DISCUSSION QUESTION 1:
Do servant-leaders differ across generations?

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?

How can HR serve employees throughout their careers?

http://www.feweb.vu.nl/SERVUS