

Kitoko People

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Kitoko People

Our customized offer in the area of Next Generation

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Challenge

You ask yourself what organizational and structural measures make sense to ensure that Generation Z & Alpha feel comfortable in the workplace.

It is also important to you to provide the target group with effective interventions to ensure that they are balanced and empowered through their everyday working lives.



Our approach

ANALYZE THE CURRENT STATE OF APPRENTICES AND YOUNG PROFESSIONALS IN TERMS OF JOB SATISFACTION, TO BENCHMARK WITH OUR INTERNAL STUDIES.

Based on this, we develop customized interventions and workshops. Together with our dynamic coaches close to the target group, initiate and drive further development.



The result

BETTER UNDERSTAND APPRENTICES AND THEIR NEEDS WITHIN THE COMPANY AND USE THIS AS A BASIS FOR DEVELOPING TAILORED INTERVENTIONS TO SUSTAINABLY RETAIN AND DEVELOP THIS TARGET GROUP.

Reduce apprenticeship contract terminations and apprenticeship dropouts within your organization.

Possible topics



ADEQUATE COMMUNICATION WITH SUPERIORS



- Communication/ positioning during wage negotiations
- Accept and give constructive criticism
- Standing up for myself and communicating this

PROMOTING RESILIENCE



- Promoting psychological resilience
- Overcoming challenges and growing in them
- Inner & outer Dialogue

SELF-MANAGEMENT



- Systematic goal setting and goal achievement
- Developing awareness regarding one's goals, visions, desires and strengths

CREATE YOUR FUTURE

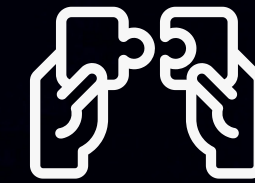


- Promotion of the proactive shaping of one's own future
- Reflection of the actual state and analysis of the target state
- Development of different working methodologies

Added value at company level



The Next Generation is acquiring important skills for the future.



The Next Generation recognizes the importance of meaningfulness in action. They are aware of their values and act accordingly.



Challenges are perceived as opportunities rather than problems



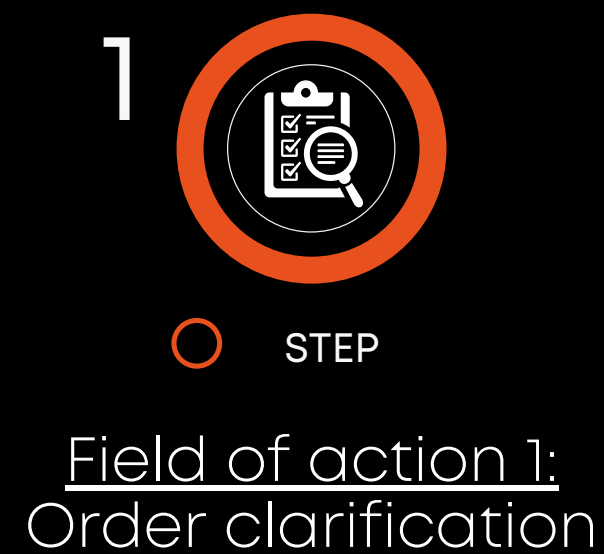
The Next Generation learns how to properly set goals and achieve them.



Service - Next Generation

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Overview of the entire process architecture



Field of action 1: Order clarification



○ STEP

contents:

- Mission and needs clarification with the responsible person
- Sharpening the benefits that the organization wants to achieve
- Constructive examination as well as supplementation of the previous considerations with our expertise
- Target formulation of the appropriate intervention
- Defining the framework of the collaboration
- Process architecture with concrete milestones

Field of action 2: Co-creation design phase



2

STEP

Contents:

- Creation of a rough concept, which is transferred into a concrete detailed concept after detailed consultation and clarification of the assignment
- Determination of the appropriate intervention measures / topics for the workshop
- Definition and elaboration of the selection of topics, content focus and methodical implementation
- Providing effective learning material in the form of digital worksheets, transfer exercises and video inputs for preparation and post-processing
- Define measurement criteria for checking the impact of the planned interventions and build in control mechanisms

Field of action 3: Implementation of the program



○ STEP

Contents:

- Efficient planning, implementation and control of the defined objectives
- Recognize and include the needs of the participants (co-creation)
- Recognize group dynamics and control them in a goal-oriented way
- Collect, analyze and digitalize the most important findings from the interventions
- Ensure transfer to everyday life and define concrete implementation strategies
- Continuous reflection between the different program days for iterative improvement

Field of action 4: Evaluation & Executive Summary

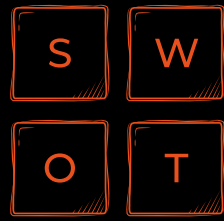


○ STEP

Contents:

- Digital documentation of the elaborated, most important contents of all workshops.
- Processing, embedding and integration of the impressions received
- Constructive evaluation of the implementation and identification of potential for improvement
- Identifying and assessing challenges and opportunities and formulating appropriate recommendations for action
- Formulate executive summary and initiate next steps

Methodologies in learner management



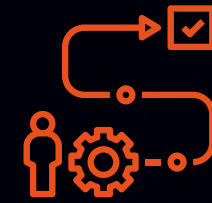
Position determination: Strength and development potentials



ABC-Analysis



Journalisieren per App



ALPEN Methodology



Role plays



Iron tusk matrix



Impressions from our work



"The young experts Kitoko People can do it!
They provided our students with supportive tools for a
successful career start in a competent, interactive and
motivating way. And the students had fun in the process."

Dr. Lilian Gilgen,
Deputy Head of Education, School of Life
Sciences FHNW



"My self-confidence has at least doubled. Such changes mean a lot to me and I am proud of myself. In the future I will spend more time with myself. The course was great! It was "nice" to see that I am not the only person who faces problems and challenges. I know many friends who could have used a course like this. It's a pity that such things were never discussed in school."

Participants Workshop "Resilience"

Do you have questions or needs? Want an insight into our latest studies?



Contact Sarah Wölfli now!



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