

Title of assignment for mentoring	How to benefit from extracurricular competences of the workforce?
Development Area	Development areas are holistic thinking and social competence in dealing with other employees. The knowledge, skills and competences of the workforce as a whole encompass much more than just the professional area. Every person has interests and hobbies that enable them to acquire further competences, which in turn can also be valuable in a professional context. Older and younger employees cover a wide range of interests and resulting competences.
The Practical Assignment brief:	Identify extracurricular competences of the mixed-age workforce, determine valuable competences for the company, deal with these additional competences in a respectful way in the company
The Practical Assignment should allow to develop and apply skills in:	Social competence, Analytical skills, Systematic-methodical approach, Assessment skills, Result-oriented action
The Practical Assignment should allow to further develop and apply knowledge of:	Holistic thinking, Employee development, Lifelong learning
Task description:	<p>The participating employees from different generations have the common goal to identify external and additional competences and qualifications of their colleagues and to use these competences in an appreciative way towards the employees and in favour of the company's interests.</p> <p>(Example: An employee may be involved in the fire brigade or in first aid in his/her spare time. He/she is particularly sensitised to recognise possible sources of danger in the building or on machines and equipment. This potential can be very helpful for a company in case it gives the individual the opportunity to get involved accordingly).</p> <p>The task for the two employees is to elicit the extracurricular competences of their age group in the company. The common overarching goal is to work out a company solution that appreciates the additional competences of the employees and also promotes the exchange between young and old.</p> <ol style="list-style-type: none"> 1. Identify extracurricular competences of employees 2. Which of these competences are employees willing to share with the company and colleagues? 3. Analyse the competences and their benefits for the company 4. Design of a suitable platform such that such competences can be shared and used in a sustainable and appreciative way by all

	generations (e.g. company suggestion system, focus groups, projects).
Materials to be used:	Interviews of employees Tools for analysis and planning
Recommended timeline:	The task can be an impetus for a permanent activity of the company for the medium to long term.
Keywords:	Extracurricular competences, appreciation of employees