

# WORKING WITH GEN Z



Action-Oriented Workshop by TVRLS  
Weekend Virtual Program.  
Batch 1 commences on August 18, 2026

# Decoding Gen Z: Why Their Needs Matter

**1** For Gen Z professionals in India, work is more than just a paycheck—it is a platform for growth, purpose, and personal fulfilment. They prioritise meaningful work, work-life balance, and alignment with organisational values, while favouring flexible schedules that match their productivity patterns. As a result, they are more likely to explore new opportunities if their expectations around growth, culture, or work are not met. Organisations must rethink how they attract and retain this dynamic, purpose-driven talent.

**2** For 67% of Gen Z job seekers in India, opportunities for learning and development outweigh salary when evaluating job offers. Unlike previous generations, they favor continuous skill-building, hands-on experiences, digital learning platforms, mentorship, and regular feedback. Organizations that offer structured learning, coaching, and exposure to new technologies are best positioned to attract, engage, and retain this purpose-driven talent.

**3** For 57% of Gen Z professionals in India, career growth is defined by rapid advancement, exposure to diverse roles, and opportunities to build a broad skill set early in their careers. Clear career pathways, mentoring, and meaningful responsibilities are key, but they are also open to exploring new roles or organizations if growth opportunities are limited.

# About the Program

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Generation Z is rapidly emerging as a dominant demographic in India's workforce. Several reports indicate that Gen Z already accounts for over 50% of employees in certain sectors and entry-level roles, highlighting a significant generational shift across workplaces nationwide.

Many organizations continue to rely on traditional people management approaches, which may not align with the expectations of this cohort. Gen Z brings new perspectives on work, learning, and career growth, reshaping the workplace landscape.

## Program Objectives

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1. To help managers, team leaders and HR professionals understand how Gen Z views the workplace, how they learn, and how they see career growth
2. To help organisations get the best out of Gen Z, who are the first generation to grow up fully digital, and to reorient HR policies to leverage the Gen Z capabilities.

## INVESTMENTS

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- RS 16,000 per participant + 18% GST
- The course fee for International participants is US\$ 300

## PROGRAM DATES

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Virtual Classroom (Zoom)

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August 18, 19, 20

Tuesday, Wednesday and Thursday

05.00 PM to 07.30 PM (2.5 hours)

# Program Structure

## MODULE 1

### Gen Z & The Workplace

- Appreciating Different Generations & their Characteristics
- Gen Z & Their Preferred Communication Style
- Attitudes towards authority and hierarchy

## MODULE 2

### Learning Orientation

- Learning Styles & opportunities
- Adopting a coaching leadership approach to get the best out of Gen Z
- Importance of real-time feedback

## MODULE 3

### Career Growth

- Gen Z & Career experimentation
- Speed of growth vs stability
- Balancing growth and work-life

## This Program has been designed for

- Line Managers and Business Leaders
- HR Managers
- Entrepreneurs

# The TVRLS Advantage

1

Pioneer in the Country in 360 Degree Feedback & ADCs

2

Value-based solutions, which are business-driven and derived from organisational experiences.

3

Research-driven approach. Only Consulting Firm with its own publications, manuals and books focused on knowledge and learning. (HRD Audit, PMS and 360 Degree, etc.)

4

Passionate team of consultants from reputable institutes, IIMA, XLRI, NMIMS, with diverse backgrounds: Engineering, Marketing, Psychology and HR

5

Extensive experience of having worked with a variety of organizations including leading business houses in the country

6

Trademarked methodologies & Instruments (Psychometric Instruments, RSDQ Model of Leadership, HRD Audit 2500™ Scorecard, RSBCM method for Competency Mapping)

# Other Programs by TVRLS

## Certificate Programs

1. Competency Mapping
2. Designing & Implementing Assessment Development Centres
3. Strategic Performance Management Systems
4. Psychometric Testing
5. HRD Audit 2500™ Points
6. Designing and Developing Effective Training Programs

## Workshops

1. Competency-Based Interviewing with focus on BEI
2. Creating Individual Development Plans
3. Culture Building
4. Self-Discovery
5. Introduction to Coaching
6. Effective Mentoring
7. Design Thinking
8. Psychology Applied to Work Life
9. Design Thinking for Innovation

Celebrating **30** Years of Consulting in the areas of 360 Degree Feedback System, Assessment Development Centres, Performance Management System, Competency Mapping, HRD Audit & Scorecard and other customised management development programs

## Contact Us At

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