



Age Management

# TOWARDS SUCCESSFUL SENIORITY: GROUP METHOD

„NEW TECHNOLOGIES:  
OPPORTUNITY OR CHALLENGE FOR THE AGING POPULATION?“

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# BRIEFLY ABOUT US...

**AGE MANAGEMENT Z.S.**

## OUR MISSION:

- help and support the **development of age management** in CR
- wide **publicity** of age management throughout our country

## OUR ACTIVITIES:

- promotion and enlightenment of age management (exchange and transfer of experience and good practice from abroad and within CR)
- **project and educational activities** in the field of adult education
- **expert counselling and consultation** services
- **publishing** and publicity of age management
- **international cooperation**



[www.agemanagement.cz](http://www.agemanagement.cz)

[www.profesniseniorita.cz](http://www.profesniseniorita.cz)



# CAUSES OF THE DEVELOPMENT OF TOWARDS SUCCESSFUL SENIORITY™

- reaction to ageing population in Finland (FIOH)
- **increase in number of days of work incapacity** among employees
- **increase in number of people with disability pensions** (over 40 % due to mental disorders)
- **depression** as the most frequent cause of disability pension





# DEVELOPMENT OF TOWARDS SUCCESSFUL SENIORITY™ GROUP METHOD

- aim is to **support mental health** on the workplace and **successful career management in fast changing work environment**
- uses the **methods of group work** developed by the **University of Michigan** based on finding the **participants' own resources** and proactive coaching which is focused on **finding of the solutions by the participants** themselves



Finnish Institute of  
Occupational Health



PROFESNÍ®  
SENIORITA



# GOALS OF THE TSS™ PROGRAMME\*

- develop career management skills
- develop change management skills
- encourage participants **to plan career-related goals** and solutions
- **promote mental well-being** and the continuation of one's career
- **prevent burn-out and depression**
- **prevent early retirement**, especially due to **work-related mental problems**
- reinforce **lifelong learning**
- **help people successfully carry out their work**
- act as a tool for people in charge of matters related to the maintenance and development of occupational health

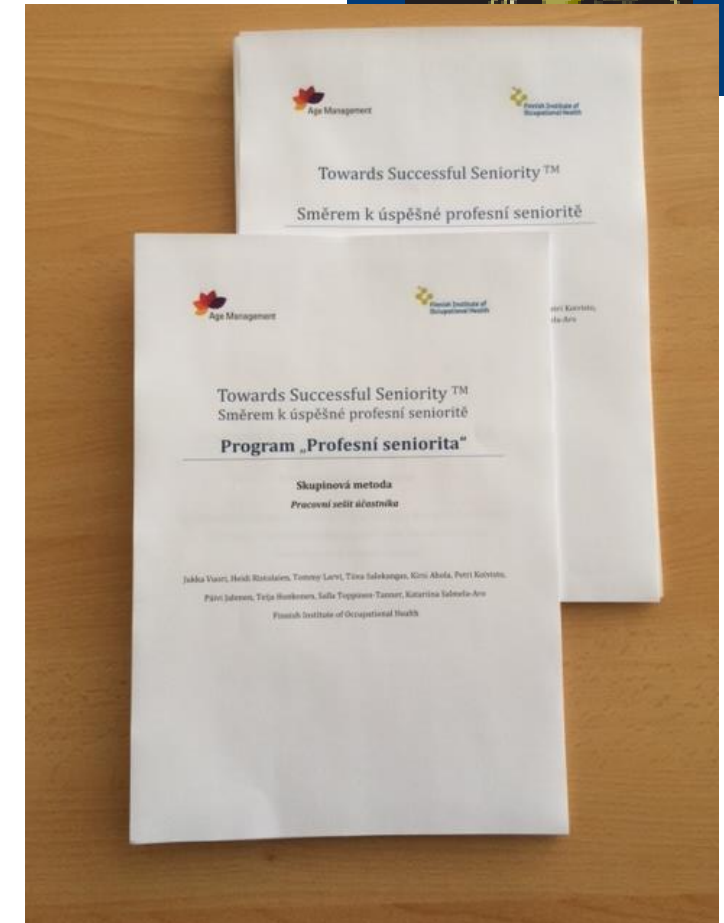


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# IMPORTANT ELEMENTS OF THE GROUP METHOD:

- **Strengthening self-perception**
  - ✓ Personal experience with your own performance
  - ✓ Monitoring the performance of others
  - ✓ Feedback from others
  - ✓ Emotional state
- **Active learning**
- **Returning of the problems to group**
- **Preparing for failure**





# DURING THE PROGRAMME

The programme is **led by two lecturers**:

Lecturer = facilitator (facilitates, helps and leads)

- mutual cooperation of lecturers
- effective **time management** and group work management
- great **variability of educational methods** (teamwork, case studies, role-playing, independent work, reflection, etc.)



FIOH Licensed Programme:

- **Preparation of certified program lecturers** (24 hours) - certificate of an authorized lecturer for teaching
- **Program for participants** (16 hours) - Certificate for participants





# SCIENTIFICALLY PROVEN EFFECTIVENESS

## Intervention based on:

- **Theory of planned behavior(Ajzen)**
- **Stress inoculation training (Meichenbaum)**
- **Social learning theory (Bandura)**

The Finnish Institute of Occupational Health was **awarded 1st prize** at the International **Workshop Stress Competition for Work, Stress, and Health** 2008 in Washington, DC, USA

## **Pilot study (2006 – 2008)**

→ The aim was to determine whether **participation in structured group intervention** that develops employee resources **can serve as a primary prevention of depression**



# Intervention study between 2006 and 2010

## 17 participating organizations

- 3 private enterprises
- 14 public sector organizations

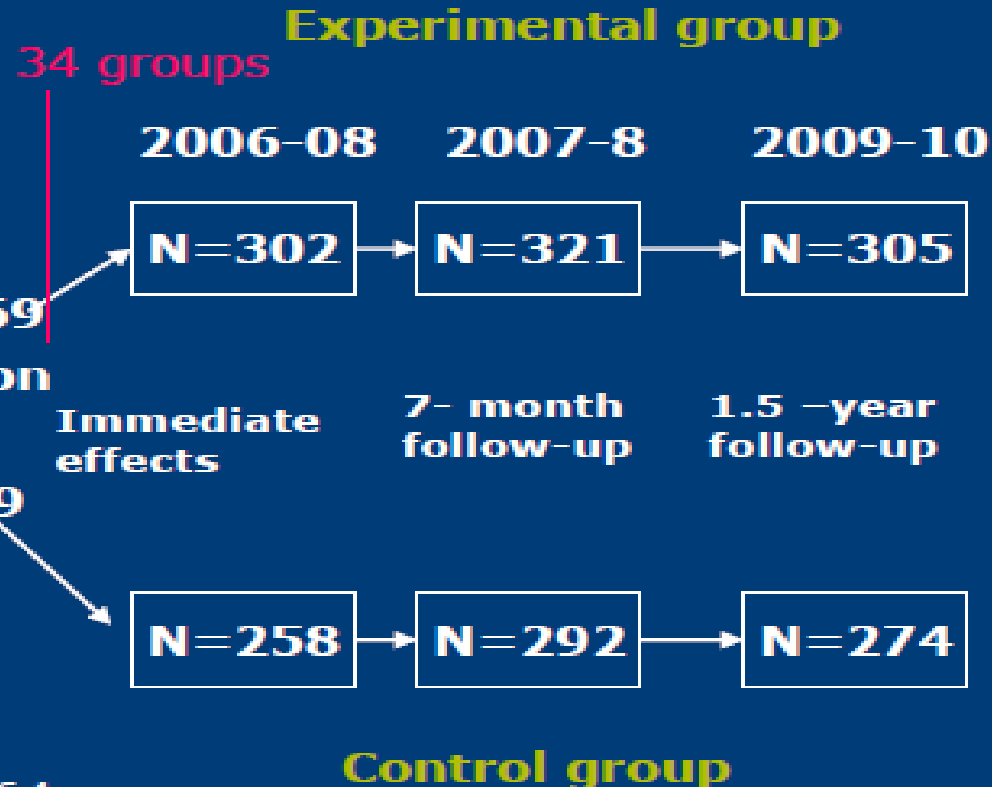
## baseline 2006-2008

Participants  
N=718

Randomization

N=369

N=349



- 88% women
- ka 50,0 (SD 6,4) years
- participant age varied between 31-64 years



# RESULTS OF A PILOT STUDY

The method:

- shows a **decrease in the incidence of depressive symptoms** and reduces the number of people thinking about early retirement
- **enhances mental capacity** and **the motivation** for the next 7 months after completing the program
- the greatest impact was **on staff with high workload** and the **younger age groups**





# TSS™ IN THE CZECH REPUBLIC

- **transferred** from Finland (FIOH) to the Czech Republic **in April 2016** (pilot group of 16 lecturers)
- **Today:**
  - **39 active lecturers**
    - 34 in Czech Republic
    - 5 in Slovakia
  - **48 realized programmes** in various target groups: university students, employees, social service workers, the unemployed,...





# TSS™ IN THE CZECH REPUBLIC

- Towards Successful Seniority method was included as **an advisory activity of labor offices** in the South Moravian Region in 2018
- 4 realized programmes for more than **50 participants**



**PORADENSKÝ PROGRAM  
PRO ZVLÁDÁNÍ  
PROFESNÍCH ZMĚN  
V JAKÉMKOLIV VĚKU**



**PROFESNÍ  
SENIORITA®**  
SMĚREM K ÚSPĚŠNÉ  
KARIÉŘE



## VZDĚLÁVÁNÍ FINSKOU SKUPINOVOU METODOU

### Co se naučíte:

- rozvíjet schopnost zvládat změny
- rozvíjet dovednosti (komunikace, řešení konfliktů...) pro své pracovní uplatnění
- plánovat pracovní i osobní cíle
- hledat řešení týkající se pracovního uplatnění v neustále se měnícím prostředí
- posílit postoj k celoživotnímu vzdělávání
- podporovat svoji duševní pohodu
- předcházet syndromu vyhoření a deprese

## MÍSTO KONÁNÍ

Age Management z.s.  
602 00, Brno, Orlí 27  
tel: 732 159 132

**Pro zařazení do programu  
kontaktujte svého poradce  
pro zprostředkování.**

**ROZSAH PROGRAMU**  
16 hodin



# TSS<sup>TM</sup> PLANS FOR 2019

- **Preparation of certified program lecturers** in Brno (September 2019)
- Cooperation with Masaryk University on the project supported by TA CR ETA: „**Modification of the Finnish educational programme Towards Successful Seniority** based on current needs of upper-secondary **school teachers**“
  - **ETA programme:** supports research, experimental development and innovation of applied social sciences and humanities

T A

Č R

Technology  
Agency  
of the Czech Republic

M U N I  
A R T S



# SOURCES

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- Katariina Salmela-Aro, Pertti Mutanen, Jukka Vuori. ***Promoting career preparedness and intrinsic work-goal motivation: RCT intervention.*** Journal of Vocational Behavior 80 (2012) 67–75
- Kirsi Ahola, Jukka Vuori, Salla Toppinen-Tanner, Pertti Mutanen, Teija Honkonen. ***Resource-enhancing group intervention against depression at workplace: who benefits? A randomised controlled study with a 7-month follow-up.*** Occup Environ Med 2012;69:870–876. doi:10.1136/oemed-2011-100450



# CONTACT INFORMATION

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## THANK YOU FOR YOUR ATTENTION!