Appreciating Generational Differences

A guide for increasing team collaboration & impact

2 ½ Hour Delivery Format

Overview:

With very few exceptions, the topic of generational differences in today's workplace is on the minds of leaders and teams in nearly every sector. While having as many as four generations working together toward a common goal has its challenges, it also represents an unparalleled opportunity for organizations that can harness this diversity to increase team collaboration and impact.

To effectively harness, engage and motivate today's multi-generational workforce, successful organizations must strive to create a culture of mutual understanding, respect and appreciation. This highly interactive workshop is designed to provide managers and employees with a deeper understanding and appreciation of generational differences while also presenting proven strategies for successfully navigating today's multi-generational workplace. Participants can expect to leave the workshop with new tools that can be applied immediately to expand their influence and impact across the multi-generational organization.

Core Contents:

- Four Generations @ Work – *Creating a Foundation of Understanding*
- Moving from Understanding to Appreciation – *Creating a Culture Specific Context*
- Overcoming Unconscious Biases
- Discovering Our Common Ground
- Who We Are Today – *Exploring Our Hopes & Needs*
- What in the World Does That Stand For? – *Generation Speak*
- Appreciating Generational Differences and Strengths
- Moving from Words to Actions

Learning Objectives:

- Expand awareness of the perspectives, needs and motivators of each generational group
- Create a shared definition of what appreciation means within an organizational context
- Explore common generational biases and their impact on teamwork and organizational success
- Provide insight into generation specific factors and influences that shaped each group
- Create a context for understanding shared values, needs and expectations
- Expand understanding and acceptance of generational communication norms
- Define generation specific strategies for increasing trust, collaboration and appreciation
- Develop a specific action plan for demonstrating appreciation of generational differences