

Creating Intergenerational Harmony

“Who Are These People?”

Overview:

Veterans, Boomers, Xers, Millies: Who are these people? What do they want from organizations? What do they want from their managers? Our culture identifies generations more narrowly than in the past. As a result, there are to be more generations represented in the workplace than ever before. And the differences between these age groups are pronounced. Managing the different mindsets and understanding the values of each age cohort is a challenge for managers, especially those new to their roles.

Creating Intergenerational Harmony is designed to enhance managers’ understanding of their perceptions about the different age groups in the workplace, specifically the impact of “millennials”. The goal is to create avenues to increased workplace productivity. Discover, discuss and dispel some of the myths that have developed about each group.

Focus Areas:

- Identifying the realities of the emerging workforce.
- Understanding the impact of millennials in the workforce.
- Recognizing the differing values of each age cohort.
- Determining steps to achieve productivity in an age diverse workplace.
- The 7 “C’s” of managing an age diverse environment.

OJI – On the Job Impact:

Workshop participants will be able to:

- Effectively manage age diverse workgroups
- Motivate staff of different generations by better understanding their “drivers”
- Find ways to bridge potential gaps in communication relative to age
- Recognize the value each age cohort brings to the workplace
- Utilize the skills and experience each generation brings to the workplace collaboratively

Who will benefit:

This workshop primarily targets managers at all levels. It is particularly helpful for managers required to manage age diverse teams or groups comprised of staff from different generations than their own.

This presentation can be adapted for non-managerial staff as well.