



A NEW KIND OF DIVERSITY

FOR THE FIRST TIME IN HISTORY, FIVE GENERATIONS WILL CLAIM THEIR SPACE IN THE WORKPLACE, MAKING COLLABORATION AND SYNERGY ON TEAMS MORE CHALLENGING THAN EVER. OUR CORPORATE SOLUTION—A NEW KIND OF DIVERSITY WORKSHOP.

This course is for anyone interested in connecting, communicating, and valuing the diverse group of people who make up your team. While we must remain vigilant in our fight for ethnic, gender, or income diversity, there is a tangible diversity that's often missed or misrepresented by bosses and employees, by coaches and young athletes, by teachers and students, and among family members. We are speaking of generational diversity, the widening gap between the five generations that still influence our world yet don't seem to understand one another.



- Increase their understanding of younger and older colleagues that work alongside them.
- Improve their people-centric and other-focused influence style.
- Expand relationship foundations by valuing other people and adding value to them.
- Understand how to get the very most out of each generation on their team.

LEARNING OBJECTIVES:

1. Describe the primary characteristics of each generation in today's workplace.
2. Understand and empathize with team members that differ from you.
3. Identify communication best practices for executives, managers, team members, and student interns of varying ages.
4. Develop emotional intelligence and social intelligence as you lead each generation so they can add their best value to the team.
5. Establish a path for an individual action plan to improve interactions with colleagues, supervisors, clients, and interns.

AGENDA

MODULE 1: INTRODUCTION

- How a generation is formed
- What are the five generations in the workforce today?
- Is there a generation gap?
- Is the generation gap widening, and why?
- The three key skills needed to connect with another generation

MODULE 2: THE BUILDER GENERATION

- Virtues of this generation
- The value this generation brings to the workforce
- Designing your generational connection plan for this generation

MODULE 3: THE BABY BOOMER GENERATION

- Virtues of this generation
- The value this generation brings to the workforce
- Designing your generational connection plan for this generation



MODULE 4: THE BABY BUSTER GENERATION (GEN X)

- Virtues of this generation
- The value this generation brings to the workforce
- Designing your generational connection plan for this generation

MODULE 5: THE MILENNIAL GENERATION (GEN Y)

- Virtues of this generation
- The value this generation brings to the workforce
- Designing your generational connection plan for this generation

MODULE 6: THE GEN Z GENERATION

- Virtues of this generation
- The value this generation brings to the workforce
- The unique characteristics of a Gen Z teammate
- The pros and cons of a Gen Z worker
- Designing your generational connection plan for this generation

MODULE 7: HABITUDES TO TAKE YOUR TEAM TO THE NEXT LEVEL

(Habitudes are images that form leadership habits and attitudes)

- Walls or Bridges
- Chess or Checkers
- Guide Dogs or Guard Dogs
- Compass or GPS
- Stethoscope or Treatments

MODULE 8: WHO IS THIS GENERATION A

- Born 2016
- Politically polarized
- Pandemic marked
- The most educated
- The most technologically immersed

MODULE 9: WRAP-UP AND CLOSE

- Review your Generational Connection plan
- Share insights and actions