



Understanding Generations Yours and Mine

Most experts identify four main generational groups in the workplace, Traditionalists, Baby Boomers, Generation X, and Millennials. But are you aware some say there are six! — and each come with its own style of communicating, values and attitudes.

The generational differences concept has little empirical data . . . it is sociology. It might be good to combine stereotypes of the generations, examples of real-life situations and examples of successes. First, it takes understanding the possible differences, then being able to embrace those differences for the value they each can add to the workplace, even to the extent of matching the career goals and talents of the different generations to specific work projects and positions.

Examine ideas for how to approach this aspect of diversity: how can generational differences be leveraged to benefit organizations, and how can conflicts be diffused?



WHO SHOULD ATTEND

Executives, New and Experienced Supervisors, Managers, Team Leaders, Employees seeking a better understanding of the value in generational strengths.

HOW YOU WILL BENEFIT:

- ★ Recognizing the value and challenges associated with a multigenerational workforce
- ★ Determining the most effective approaches to communication with different generations
- ★ Applying techniques to entice, develop and retain workers from all generations
- ★ The value of generational differences. Why training leaders and employees about generational differences is important?
- ★ How our differences make people interesting, and how people make life interesting.

WHAT YOU WILL TAKE AWAY:

- ★ Diverse employees exhibit a varied learning styles: 'Why,' 'What,' 'How does it work,' and 'What if'
- ★ 'Why' learners - they need to understand the benefits and purposes of the work that he's asked to do
- ★ 'What' learners - they prefer to read a manual and then come back with questions
- ★ 'How does it work' learners – they learn through hands-on experience and understands her work by seeing the big picture
- ★ 'What if' learners - they like to talk about the possibilities of the project before getting down to work.

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