

TRAINING

Adult learning theory states that lessons need to be applied and evaluated by adults for optimal learning. We integrate this theory into our training by incorporating individual exercises, teamwork, skill practice, coaching, and evaluations. This workshop can also include a “panel of experts” – a group from each generation to share their viewpoint and answer questions.

OBJECTIVES

At the conclusion of this training program, participants will be able to:

- Understand each generation and their unique work ethic.
- Identify what each group brings to the table in terms of talents and strengths, how they like to manage or be managed, and their views on quality, service, work and life in general.
- Learn to value and utilize the unique talents and strengths each generation brings to the workforce and how to maximize those abilities.

COURSE CONTENT

GENERATIONAL OVERVIEW

It is important to recognize all of the generations in the workplace. We give a brief overview of each group to include:

- the Veterans – born prior to 1946,
- the Baby Boomers – born between 1947-1965,
- the Gen Xers – born between 1965 -1980,
- The Nexters or Millenials – born between 1980-2000.

We review major events, defining moments and key leaders to help us understand what shaped each group. This leads to discussion on work ethic, perspectives, motivators, and views of the world.

Steps to Success

Understanding the differences is the first step towards working together more effectively. We also discuss and practice:



GENERATIONS IN THE WORKPLACE

- Valuing and accommodating differences
- Adjusting styles
- Establishing workplace choices
- Respecting and valuing individual skills and abilities
- Creating an inclusive environment

The Panel

This workshop will offer the unique experience of hearing from individuals in each generation. The moderated discussion will include:

- What it is like to be a part of your generation and work for this organization?
- What do you look for in a leader?
- What motivates you?
- How do you view work?
- What do you think your generation brings to the workplace?
- Q & A – the panel will answer questions from the audience

Action Planning

Each participant will complete an action plan. They will commit to 3 action items that will allow them to value and utilize the expertise of everyone in the workplace.

CLASS SIZE

Maximum of 16 people per workshop.

EXPENSES

The Training Edge, LLC will be reimbursed for all reasonable travel expenses for airline and ground transportation, hotel accommodations, meals, parking, tips and shipping of materials.