



LAUREN SCHIEFFER, CSP THE COLONEL'S DAUGHTER



Generations at Work

Interactions to Increase Harmony and Performance

Overview

For the first time in American history there are four generations in the workplace, each of which has their own emotional drivers and unique communication styles. While Baby Boomers consistently wail about the younger generation's perceived lack of work ethic and constant challenging of the status quo, Millennials are frustrated with an older, stodgy, "this is how we've always done it" generation that is unwilling to listen to a fresh, 21st Century perspective. The reality is neither of these stereotypes is entirely true. Each generation in the current workplace brings its own strengths and its own challenges.

Understanding the influencing circumstances and emotional factors that shapes and drives each generation is vital to blending all four into an effective, cohesive organization. Participants will leave this program with a greater understanding of those influencing circumstances, how to better communicate with and best motivate each of the four current workforce generations.

Learning Objectives

- Understand how generational diversity can create underlying inefficiency and conflict
- Analyze the influencing circumstances and emotional drivers of each generation
- Understand how each generation works and communicates most effectively – with a strong focus on Millennials, as they seem to be the most confounding to earlier generations and they are the future of corporate America
- Learn key motivational factors that can make each generation more engaged in the workforce

Who Will Benefit from Attending

- Managers
- Supervisors
- Employees who are frustrated by working with a different generation
- Human Resource executives and staff

