

Workforce Generations



Optimizing Generational Effectiveness

Are you finding it a challenge to manage an important dimension of diversity in your workplace – **generational differences**? Perhaps that 65 year old working next to or even reporting to the 25 year old? Believe it or not, this can actually be a productive situation that can provide your organization with a competitive advantage by leveraging the skills and knowledge of all the generations in the workplace.

Each employee has something to contribute.

In the **Optimizing Generational Effectiveness** e-learning program, you will get a better understanding of why the different generations are the way they are, which will aid you in working productively and harmoniously together. You will learn how to communicate across the generations and how to more effectively handle conflict when it arises. These skills will be supplemented with strategies to help you whether you are in the situation of a younger worker and an older boss or vice versa with a younger boss and older worker.

While there are similarities and differences, each person wants to be appreciated and respected for their knowledge and experience.

The program also has a supervisor version that includes two additional modules that address issues such as recruiting and retention, and how to successfully develop the talents of the different generations. Even the preferred style and pace of learning is vastly different. Companies that recognize and embrace these differences will be more successful with employee engagement and satisfaction, resulting in a more inclusive and dedicated workforce.

The basis of the **Optimizing Generational Effectiveness** e-learning program is from the book, *Bridging the Generation Gap*, co-authored by Linda Gravett, PhD, SPHR CEQC and Robin Throckmorton, MA, SPHR. The book is a very hands-on, how-to book based on 500 interviews of each of the 4 current generations in the workplace – **Radio Babies, Baby Boomers, Gen Xers, and Gen Ys**. The principles of this book have been applied to this dynamic and interactive e-learning program to help your workforce learn to more effectively benefit from the multigenerational talent on staff.



Call 513-236-2170 for more information about this program, or email info@diversityuniversity.com

