

## Generational Diversity

### A NEW GAME PLAN FOR YOUR WORKPLACE

Generational Diversity is one of the bigger and most unrecognized issues facing the workplace today, and this is the program that can move any organization a long way towards dealing with the issues in a meaningful manner. Based on the concept that each generational cohort has substantive developmental reasons for being who they are, the participants will understand the “WHY” of each generation, as well as the “HOW” to manage (or even just get along with), people who weren’t born into the same cohort.

This program is interactive, engaging, funny, and provides each generational cohort the time and tools to look and laugh at itself, and then figure out how they are contributing to the issues at work. Participants will also learn:

- effective techniques in interacting with other generational cohorts
- how to “onboard” new, younger employees more effectively, leading to higher retention
- how each generational cohort prefers to get feedback
- how to best motivate each generational cohort

Specific communication and interpersonal issues are introduced and solved by the participants. People leave the classroom with concrete learning they can immediately apply, and a sense of responsibility to interact more effectively, rather than continuing to blame “the old people” or “the kids” for the problems. Most participants are also able to find ways to apply the program information to relationships at home.

This program was initially developed in the early 2000’s when Deb noticed that a substantial social-demographic shift was causing workplace disruption, that the “long established management rules” weren’t working anymore, and therefore a new game plan was needed. Over the past 8 years, this program has been continually updated and revised to reflect the changing workplace issues and concurrent research on the topic.

Program Length: 2½ - 4 hours

Group Size: minimum of 8 people, no maximum size (mixed generational cohorts are required for maximum effectiveness).

To learn more about how to improve your teams, contact Kitty Martin at The Coaching Center of Vermont at (802) 654-8787, or [kitty@coachingcenterofvt.com](mailto:kitty@coachingcenterofvt.com).



**Deb Allen**

As a trainer, Deb Allen is well-known for her engagement in the classroom and her ability to deliver practical and down to earth advice. Her programs are a perennial favorite with both management and the employee base, and focus on Personal Effectiveness through Emotional Intelligence, and Generational Diversity. She has created and delivered many successful management and leadership programs, customizing them to work within the existing organizational culture.

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