

THE LEGACY PROJECT

“Transforming the Historically Excluded to the Currently Empowered”

BUSINESS OPPORTUNITY

This is a groundbreaking solution that is meant to connect the up and coming generation with those who have built the foundation of the company’s current culture and success. We ask ourselves so many questions as it relates to the generations who have just arrived and those who are considering retirement. “How will we motivate and engage our historically excluded generational groups? How can we ensure the future of this company is in good hands?”

DESCRIPTION

The legacy project addresses this challenge by connecting those who are 5 years or less in the company with those who are 5 years away from being eligible for retirement in a framed 2- way mentoring program. This program is designed to move the historically excluded generational groups from exclusion to connection and empowerment. This process allows two very different segments to connect and build synergy through discussing various issues concerning the organization and how to best prepare for the future.

OUTCOMES

- Sense of ownership for personal contentment
- Build commitment to the organization
- Build unity within your organization
- Form stronger relationships between all generations in the workforce
- Create organizational commitment to the entire population
- Generate synergy across generations

WHAT ARE THE OBJECTIVES OF THE LEGACY PROJECT?

- To consciously empower the generational conversation throughout the organization
- To ignite Informal relationships amongst “Unusual Suspects”
- Enhance employee engagement for those who are historically excluded
- To respect the past while we build the future

BENEFIT

- People feeling valued across lines of difference
- Synergy and innovation between different generations,
- Consistent transfer of knowledge between different generations
- The foundation for establishing one culture in your organization
- Exposure to new people, ideas, perspectives and experiences throughout your organization

UNIQUE ATTRIBUTES

- Kick off meeting for each quarter (one hour in length)
- Discussion guides for each quarter pairings
- Increased content depth with each subsequent pairing
- Highlights of experience are shared via technology
- Participation Criteria
- Alumni Participation

DELIVERY METHOD

- Train-the-Facilitator
- Pairing & Experiential Learning
- Leader Led Discussions

TIME COMMITMENT

Five one hour meetings spread over one year; periodic online engagements approximately 1 hour per month as desired

COHORT SIZE

Up to 30 participants

TARGET AUDIENCE

High potential managers and individual contributors

CONTACT INFORMATION

O: 312.274.9000

E: info@kgdiversity.com



THE KALEIDOSCOPE GROUP

To Free the Human Potential