

GENERATIONAL SYNERGY

DESCRIPTION

There are four different generations currently in the workplace. The dynamics of balancing and leveraging the unique attributes of all these generations has become a major issue within organizations with most of the emphasis being placed on the millennial generation and older employees who are eligible, but not looking to retire. Therefore, it is crucial to understand all of the generations in the workplace and specifically how to leverage all of the unique attributes for future business success.

Due to the dynamic nature of this concept, we offer an array of generational synergy solutions depending on the needs and culture of your organization.

BUSINESS CASE

This solution will delve into the generational landscape of the workplace (or your specific industry). Learn how to better engage and integrate all of the generations in your organization with the purpose of building generational synergy through connecting, collaborating, and contributing across lines of difference. We offer 4 different versions depending on the level of complexity, audience and time available.

- An understanding of the similarities and differences between generations and tactics to help them work more cohesively together
- Communication methods that will help manage expectations, our biases and deal with difficult situations across generational lines of difference
- A framework to navigate through generational differences more effectively

UNIQUE ATTRIBUTES

- Incorporate the insights and perspectives of multiple generations to address the challenges of developing generational synergy in your organization
- Targeted Modules to meet the generational needs of your organization
- Customized topics can be developed upon request

CONTACT INFORMATION

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GENERATIONAL SYNERGY SOLUTIONS

The Legacy Project

This is a groundbreaking solution that is meant to connect the future of your organization with those who have built the foundation of the company's current success. So many times we wonder "How will we motivate and engage our young staff?", "How can we ensure the future of this company is in good hands?" The legacy project addresses these issues by connecting those who are 5 years or less in the company and those who are 5 years away from being eligible for retirement in framed mentoring program that 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.

Me and Pops

This is a groundbreaking solution that addresses the issue of generational disconnect in a fun, informal and innovative manner by combining elements of facilitation and theatre. The presentation is centered around the relationship between a young professional (ME) and his baby boomer father (Pops) as they navigate both the societal influence on their relationship in both a personal and professional sense.

KaleidoTheatre

KaleidoTheatre, education via drama, can be a stand-alone education experience, an introduction, or a supplement to facilitator-led or online training. It is designed to cover specific topics in an interactive and provocative forum that helps the participants become aware of the origin and impact of exclusive and unproductive behaviors. Through the drama scenes, the participants will see the wrong way of interacting with others, give suggestions to the actors to correct their behavior, and see the more appropriate behavior demonstrated before their eyes.

Generational Real Talk Roundtable

This is another out of the box solution that is meant to serve as a facilitated think tank discussion between different generational representatives in order to gain a better understanding of other different generations, different perspectives on company direction and innovation and developing better work relationships across lines of difference. We provide the talking points and questions to make this roundtable engaging, thought-provoking and helpful in building a more engaged and inclusive workforce.

Generational Synergy For Managers

This 4 hour workshop allows people leaders to gain an understanding of generational diversity, the key role they play in getting the most out of each and realize how to model inclusive behaviors to set the ideal environment which create synergies among their staff. Participants leave this session with an action plan to create a strategy where everyone can value differences within their your team.



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