



Using Effective Leadership Strategies in the Workplace

Generational Diversity in the Workplace

A values-based program examining why generational awareness is important in today's workplace.

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I. Who Are You?

- A. Milling about
- B. 12 questions measuring workplace strength
- C. Crossing the Alligator River
- D. What is a value, and how do you know?
- E. What are your organizational values?

II. Changing Values and Expectations Intergenerationally

- A. The Diversity Shuffle
- B. What is a generation, and what's so important?
- C. Employee mobility
- D. Career and succession planning
- E. Knowledge transfer
- F. Workforce resilience and the role of technology

III. The Four Generations Currently at Work

- A. The Veterans, the Boomers, the Gen Xers, the Millennials (Nexters)
- B. A generational exercise
- C. A personal value assessment
- D. Complete the thoughts
- E. Uncovering stereotypes

IV. Meet the Value Populations

- A. The Patriots, the Performers, The Techicians, the Believers, and the Transformers
- B. Value populations vs. traditional generations
- C. Formative events and workplace attributes
- D. The Reincarnation Exercise

V. Changing Values and Expectations Intergenerationally

- A. The unique perspective of each perspective
- B. Implications for leading and managing
- C. Working together on teams
- D. Better managing expectations for performance
- E. A couple of role playing exercises
- F. Dealing with conflict

VI. Other Generational Differences

- A. Job roles, gender, and style
- B. Communication styles
- C. Leveraging generational differences
- D. Questions: conditions of privilege

VII. Building More Effective Action Plans

- A. Building trust and managing conflict
- B. Creating positive intergenerational relationships
- C. Further exploring diversity in your work organization
- D. 10 bright ideas for increasing generational diversity awareness at work

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