BRIDGING GENERATIONAL DIVIDES IN THE WORKPLACE

REGENESYS
CORPORATE EDUCATION

OVERVIEW

Struggling to turn generational differences into strengths to that drive innovation and collaboration in your workplace?

WHY OUR PROGRAMME?

Generational divides" commonly present themselves in our everyday life experiences, including those in the workplace. A generation divide refers to differences in skills, opinions, attitudes, values and behaviours between members of two or more different generations.

Creating an engaging work environment for talented individuals to thrive – (particularly Millennials and Gen-Zs) influences job satisfaction which in turn encourages them to be proud of their job and employer, stay, and strive for the success of the business.

Investing in learning how to manage a multi-generational workforce is an investment in employee engagement, and that a company comprised of highly engaged employees results in greater shareholder returns.

PROGRAMME DETAILS

- **3 days of training**
- **Immersive learning experiences**
- **Face-to-face or virtual Instructor Lead Training (vILT) delivery**

PROGRAMME OUTCOMES:

This course will benefit you (and your organisation) by empowering you to:

- Understand characteristics of the different generational cohorts in the workplace;
- Promote effective communication, collaboration, and leadership in multi-generational teams;
- Effectively propose solutions for inter-generational conflict; and
- Foster an inclusive learning environment using effective Reverse Mentoring tools

PROGRAMME DESIGN:
BLOCK ONE AN INTRODUCTION TO GENERATIONAL DYNAMICS (1 DAY)

1.1 Understanding Generational Diversity in the Workplace

- Overview of the generations that characterise the contemporary workforce: Generations X, Y, Z, and the incoming Alpha Generation
- Understanding generational differences: generalised characteristics on work styles, values and motivations of the generations
- Recognising generational similarities and differences in strengths, weaknesses, attitudes, and behaviours
- What the generations want from work: insights from data
- The benefits of generational diversity in the workplace

1.2 Generational contexts: why are we the way we are?

- Understanding the historical events and social influences that have shaped the generations
- How we differ based on experiential trends (technology, economy, education, etc.)
- The impact of experiences on work preferences and engagement, and loyalty (to organisations and/or industries)

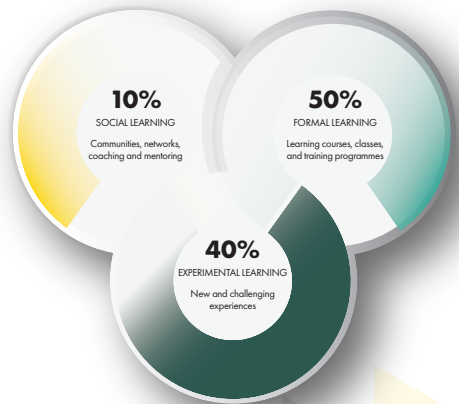### BLOCK 2: MANAGEMENT OF AN INTER-GENERATIONAL WORKFORCE (2 DAYS)

2.1 Bridging Communication Divides

- How to communicate with each generation
- Finding common ground for effective dialogue
- Understanding how each generation prefers to give and receive feedback
- Digital fluency: The role of technology in cross-generational communication
- Strategies for balancing digital and traditional communication methods

- Navigating common sources of conflict between generations
- How to recognise and address generational tension in the workplace
- Role play exercise: Putting yourself in the shoes of the other generations

2.2 Leading Multi-Generational Teams and Advancing Reverse-Mentoring

- Creating an inclusive culture that embraces generational diversity
- Distributing tasks according to recognised strengths of generational cohorts
- Principles of effective reverse-mentoring
- Reverse mentoring and inter-generational learning: strategy design & implementation
- Strategies for inter-generational knowledge sharing through reverse mentoring
- International case studies: impactful reverse-mentoring and cross-generational collaboration

10%
SOCIAL LEARNING
Communities, networks, coaching and mentoring

50%
FORMAL LEARNING
Learning courses, classes, and training programmes

40%
EXPERIMENTAL LEARNING
New and challenging experiences

PRICE:
Prices for all 2025 open programmes can be found on our website:
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CERTIFICATION:

- Certificate of Completion from Regenesys Corporate Education

All Regenesys Corporate Education open programmes can be tailored and customised for corporate cohorts