



Generational Diversity

In today's workforce, employees are working for many more years than they ever have in the past; this means that many different generations could potentially be working together in many organizations. This situation has caused friction and discord in the work environment as different sets of principles and values clash. Our workforce, and society as a whole, has been given a tremendous opportunity. Along with this opportunity comes a challenge which can bring excitement, trepidation, frustration and discovery. Your organization will find that we can value the tremendous diversity that four different generations present to us in our workplace.

All four generations: Traditional, Baby Boomer, Generation X and Generation Y, share many of the same desires and needs. Each generation wants to be valued; each goes about attaining goals in a very distinct manner; it is from these different approaches that generational conflicts arise.

The purpose of exploring generational diversity is to find the gift and the burden brought to interpersonal relationships by our differences. The Bridge Group will facilitate an understanding of the strength and uniqueness of each generation and utilizes this knowledge to implement change in work environments to encourage effective communication, growth, and a positive outcome for the bottom line of any organization.

Goals and Objectives:

- We will discover the value or gift in diversity
- Honor the unique contribution that each generation offers
- Craft a conceptual language that moves freely between the different generations
- Focus on generational strengths instead of weaknesses
- Assist in passing on tribal knowledge from one generation to another using well-crafted, shared language

The Bridge Group offers a fast paced course which can be presented in a one day, extremely informative and thought provoking forum. Additionally, The Bridge Group offers a two day course that will explore a more detailed implementation of the one day course. Both courses are interactive and are tailored to meet the needs of your organization. A detailed workbook is provided for your continued reference.