Generation Gap - Closing The Generation Gap In The Workplace

Course Overview

There are currently five generations in the workforce. Only a few short years ago employers who were expecting to be faced with mass retirements are now looking at accommodating workers who cannot afford to retire or are simply healthy and happy enough they'd like to stay at work. However, the labour force continues to put in hard work and lots of strategy to find the right people to fill vacancies and to be able to serve their customers.

This course examines the history and reality of the generation gap, especially for recruiters and succession planning. In it, we will explore whether defining the actual limits of each generation is most important, or whether the merits of people within the context of employment is the bigger issue. After all, understanding others helps us to understand ourselves and to manage the people that we work with. We will also explore problems, solutions, and strategies to help overcome issues of the generation gap.

Course Objectives

This one-day workshop will teach delegates how to:

- Identify where the generation gap issue surfaces, and the impact it has on the modern workforce.
- Describe and apply language that is specific to each generation currently in the workplace.
- Explore organization strategies that overcome gap issues.
- Evaluate the need and effectiveness of recruiting, retention, and succession plans in context of the generation gap.

Prerequisite

The are no prerequisites.

Target

This course is for Managers.

Duration

1 Day

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Course Outline

History in Brief
This session looks at the idea of a generation gap, how it was named, the terms used to describe generations, and other considerations.

Finding Common Ground
There is a lot of common ground between generations. In this session, that common ground is looked at considering the role of values in conflict, and the role of generations in teams. The conversation then switches to a look at underlying issues of generational relationships.

Silents, Boomers, X'ers, Y's, Millennials, and Gen Z
This session articulates the boundaries between different generations as well as the similarities.

Recruiting that Bridges the Gap
A mono-generational workplace does not exist currently. This session looks at the concerns of employees across the spectrum of generations.

Pre-Assignment Review
This session explores the pre-assignment and digs into opinions on various generations along with a look at any generalizations that we may make.

Creative Solutions
Next, the course looks at how to discern what people are seeking in a career and the best way to meet those needs. Targeted ads, along with personality assessments, are also discussed.

The Value of Planning
Planning is one of the keys to success in any endeavour. This session looks at succession planning, coaching, and mentoring as ways to close the generation gap.

Developing Targeted Retention Strategies
You have spanned the generation gap and landed the employees you want. The trick now is to keep them. Retention strategies are considered in this session.

What We Really Want
This session looks at the larger picture of the generation gap in the context of human resources issues.

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