

Generations in the Workplace – Leveraging Age Diversity

Maximizing the contributions of five generations of employees in today's workplace

Course Overview

How You Will Benefit

Age is a number, not a credential. Unfortunately, outdated stereotypes still influence perceptions of age in the workplace. Statements such as “he’s too old to learn a new computer program” or “she’s too young to lead a team” diminish the value and qualifications of the people involved. An employee’s knowledge and experience increase with age. And a young person with strong skills and talent should not be held back because of his or her age.

Research clearly demonstrates that age diversity can improve organizational performance, and HR practices that improve the age diversity climate within an organization have the potential to further improve performance and lower employee turnover. Studies also find that the productivity of both older and younger workers is higher in companies with mixed-age work teams. And age diversity within teams is positively related to performance when groups are involved in complex decision-making tasks

Benefits of Leveraging Age Diversity

A work place with an understanding of age diversity will demonstrate:

- Reduced tensions
- Improved collaboration
- Greater bottom-line results
- Increased team participation and quality
- Strengthened relationships and encourage internal motivation in others

Course Objectives

At the completion of this module participants will increase their ability to:

- Describe the negative consequences of age stereotypes.
- Avoid projecting age stereotypes on others
- Describe common workplace needs across age groups
- Treat others as individuals, regardless of their age
- Leverage the talents and experience of others, regardless of their age

Key Topics Covered

This course explores the following subjects in depth:

- Introduction to stereotypes
- Negative consequences of stereotyping
- Exploring the universal needs, we all share
- The practices for leveraging age stereotypes
- Self-assessment for leveraging age diversity
- Putting the practices in action
- Action planning for leveraging age diversity

What the Course Offers

- Experiential learning setting
- Opportunity to learn from others while applying the concepts in a risk-free environment
- Complete set of materials including participant guide, classroom videos and learning summary cards
- Post training activities