



Diversity: Generational Gap

Course ID #: 7000-794-ZZ-Z

Hours: 7

Course Content

Course Description:

Seeking the familiar is human. It is comfortable and reassuring. However, unilaterally rejecting the unfamiliar-- the different-- hobbles ourselves and society in devastating ways. Differences are a source of strength. They provide us a window into circumstances and situations that we could never hope to fathom on our own. We gain a perspective that otherwise would be invisible and unattainable.

Yet, one of the most human differences still divides us: age.

Aging and being amongst those from multiple generations is both natural and necessary. Those who came before have experiences to share. Those experiences unlock unseen paths. While those who are new may ask the questions no one else thought to ask. Blending the two are the keys to success as well as personal and communal growth.

How do we come to understand each generation, the perspectives they bring and how to synergize these walks of life? It's time to traverse the Generational Gap.

Course Objectives:

Upon completing this course, students will be able to:

- Identify the challenges and opportunities in the generational gap
- Relate to the unique perspectives and contributions of multiple generations
- Develop strategies to manage and rise above natural preferences, tensions and expectations
- Engage in essential conversations in generational diversity grounded in relationships rather than assumptions

Target Audience:

Any business professional or leader that seeks to both bridge and harness the generational gap as essential and vital dynamics of our team.

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Topics:

Lesson 1: Mind the Gap

- Who are Today's Clashing Generations?
- Why It's Important to Understand the Generations Next to You
- Is There Really a Generation Gap Today?

Lesson 2: Manage the Gap

- The Contribution of the Builder Generation
- The Contribution of the Baby Boomer Generation
- The Contribution of the Baby Busters (Generation X)
- The Contribution of the Millennials (Generation Y)
- The Contribution of the Coronials (Generation Z)

Lesson 3: Bridge the Gap

- Life is About Managing Preferences, Tensions, and Expectations
- How to Be Flexible Without Giving In
- Managing Different Perspectives on Diversity, Equity, and Inclusion
- What Makes This So Hard?
- Six Images to launch Essential Conversations
- The Art of Reverse Mentoring
- My Challenge for You

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