

# Generational Diversity

## 90 Minute Workshop

Generational diversity is defined as having a wide range of ages represented amongst your employees and seeks to combat age discrimination (ageism). Age discrimination occurs when an employee or job candidate is treated differently because of his or her age. Treating someone differently due to their age can create difficult work environments and reduce motivation and productivity amongst teams. However it has been proved that mixed generational teams are highly efficient, innovative and creative.

**The subject of Generational Diversity begins with people understanding their own biases regarding age and exploring how to get the best out of their team based on their age, experience and strengths.**

## Content

The Generational Diversity workshop provides a place to allow delegates to talk frankly about age differences in the workplace, understand more about how ageism happens and feels, become more confident in managing or working in a multi-generational team and ensure they are creating an inclusive environment.

- Exploring the five generational groups working in today's workplace and explore the meaningful differences between them
- Understanding why generational definitions are a helpful lens in which you can view the workplace
- The challenges of generational diversity - Inter-generational conflict
- The benefits of generational diversity
- The consequences of not having generational diversity
- How a multi-generational workforce can learn from each other
- How to embrace generational difference and avoid ageism
- Inspiring collaborative working

## Format

The sessions are facilitated by experts from our EDI team and can be delivered virtually or face to face.

The workshop can be tailored to your organisation based business specific requirements and company culture and any EDI diagnostics already carried out.

