



# Leading A Multigenerational Workforce

PROFESSIONAL PERSPECTIVE

## Generational Workforce Training

For the first time in modern history, there are five generations in the workforce. The multigenerational workforce presents a critical challenge for business leaders. Each generation has different expectations because what we value as individuals has been influenced by our experiences throughout our lives and our careers.

### Who We Are

Optimum Performance Coaching is an industry standard with construction associations and companies committed in transforming leadership to meet the needs of the 21st century.

### Why Optimum?

The ability to connect with each individual and identify the specific style that will maximize their individual success as well their team contributions is unparalleled.

### The Optimum Difference

- Flexible coaching & learning plans to suit you or your organization
- Engaging facilitation
- Real world professional development for both employees and management
- Programs that empower both your mental and physical strength

[www.optimumperformancecoaching.ca](http://www.optimumperformancecoaching.ca)

Contact us to see how we can optimize your performance!

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# LEADING A MULTIGENERATIONAL WORKFORCE

## ESSENTIALS 101 PROFESSIONAL PERSPECTIVE



### LEARNING OUTCOMES

**UPON SUCCESSFUL COMPLETION OF THIS WORKSHOP, YOU WILL BE ABLE TO:**

- ✓ Define and understand the different generations that are working in industry.
- ✓ Identify and discuss existing stereotypes of the different generations.
- ✓ Discuss how different attitudes, beliefs, and work-values vary depending on the specific, respected generation.
- ✓ Identify inter-generational similarities.
- ✓ Analyze how Millennials are now leading multigenerational teams.
- ✓ Understand how leadership styles need to adapt and change to specific employee teams.
- ✓ Identify opportunities to incorporate contributions from all generations to grow and learn from one another.

### LEARNING OUTCOMES CONT..

- ✓ Construct an action plan and implement strategies for leading and managing each, respected generation.
- ✓ Improve job satisfaction, employee engagement & reduce workplace turnover.

### INCLUSION IS KEY TO GROWTH PROFESSIONAL PERSPECTIVE

The multigenerational workforce presents a critical challenge for business leaders.

Each generation entered the workforce under different conditions, which ultimately helped to shape their sense of purpose, their preferences, and their drivers for success. Whether this multigenerational workplace feels happy and productive or challenging and stressful is, in large part, up to you: the leader.



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