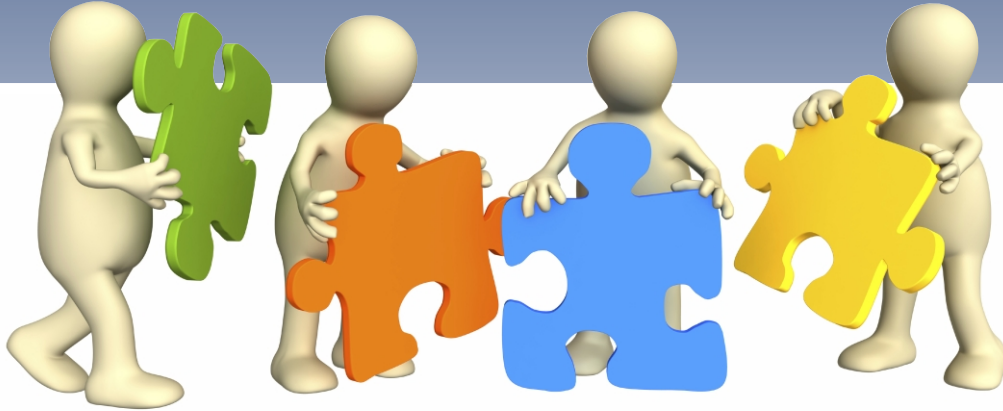# GENERATIONAL DYNAMIX™

Bringing Together the Multi-generation Workplace!

THIS PROGRAM PROVIDES critical skills and strategies for bringing together two, often three, and sometimes four generations of coworkers. If you employ people from multiple generations, you already know that different age groups really don't think or work alike.

GENERATIONAL DYNAMIX™ addresses each individual regardless of age, and provides important skills for overcoming the age barrier. You and your company will see increased camaraderie and respect among employees, and that will funnel into increased performance, production and efficiency in all areas and departments.

PAUL ENDRESS!

EXPERT/CONSULTANT/SPEAKER/AUTHOR

GENERATIONAL DYNAMIX™

"I can't believe they just said that."
"I will NOT give my life to this place."
"This company is lucky to have me… not the other way around!"
"These younger employees just don't know how to work."
*"Why should I call or email when I can just text you?"*

Statements like these and others like them are the first signs of a growing potential for generational conflict in the workplace. For the first time in history, there are four distinct generations working together, and the way that they view each other has the potential for significant impact on harmony and productivity in our organizations.

The key to making sure this impact is positive rather than negative is to be sure that everyone is aware of the differences, appreciates the strengths of each group, and then uses proven techniques to manage the differences and to take advantage of the strengths. Once each person learns what another generation values to be important, what his or her communication style is, and a bit of his or her history, it is easier for everyone to work together.

Why these differences exist…

In *The Everything Principle™* Paul Endress explains that people form beliefs (certainty about what is true) and values (certainty about what is important) based upon events and memories and that these values and beliefs drive our behaviors. While each person has their own unique events and memories that make them who they are, each generation has shared events and memories that create a set of common underlying attitudes.

Think about it… wouldn't growing up in a very structured world with high certainty and a feeling of national invincibility created by the absolute victory of World War II give you a different outlook on life than growing up in a world where terrorists have brought the war to New York City? Someone growing up in the internet age will have different formative experiences than someone
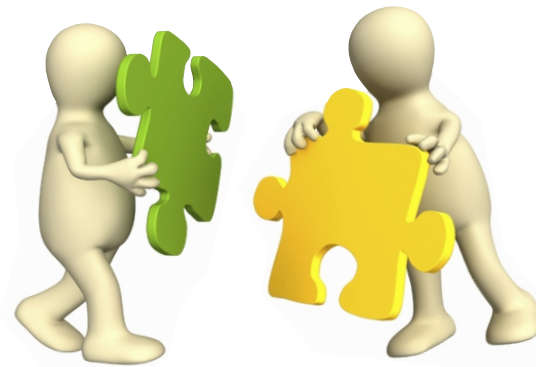
who grew up when a telephone was high-tech. Combined with the natural changes of growing older, these and dozens of other common events create generational differences that can manifest themselves in many different ways in the workplace.
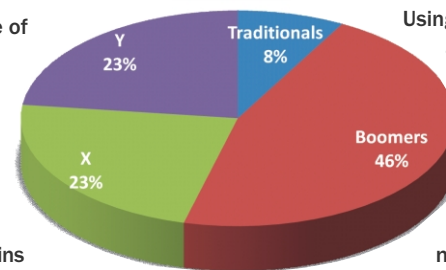
For instance, have you ever heard a conversation like this:

"I want to support you. I really do," said the senior leader to his 28-year-old high tech protege. "You can go a lot of places in this organization, but not if you show up to senior level strategy sessions in jeans and a polo shirt. We're a coat and tie crowd. That's our way of doing things."

"I don't need a tie to think," retorted his younger colleague. "Evaluate me on my work, not my appearance. I put in long hours and produce killer code, but I don't do uniforms."

What would you do in the above situation?

Using computer-generated visuals and sound, speaker-audience interaction, interactive surveys, and other exercises, this fast-paced program includes understanding the unique values, beliefs, and influences of each generation; strategies to focus on the positive attributes and strengths of each; and methods that can be used to reduce conflict and interact in ways that will be mutually beneficial.

This program can be targeted to either a supervisory or general audience.

Generations In The Workplace 2008

- Traditionals 8%
- Boomers 46%
- X 23%
- Y 23%

Outcomes you can expect…

By the end of the program, each person will:

- Understand the concepts of values and beliefs and how they impact the perspective of each generation.
- Have a working knowledge of the values and beliefs and history of each generation and understand how to interact with other generations more effectively.
- Know the five words to use to connect quickly and effectively with others in the workplace.
- Be able to use the concept of "chunking up" to reduce and eliminate conflict.

Generational Influences:

Traditionalists 1920-1944	Boomers 1945-1964	Gen X 1965-1982	Gen Y 1983 +
• Great depression • World War II **victory** • Korean War	• Vietnam War • Woodstock • Watergate	• Collapse of communism • Missing children on milk cartons • Computers in school	• Clinton/Lewinsky • School shootings • Terrorism on U.S. soil • Corporate scandals

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