

Generational Diversity In The Workplace

GoSkills online course syllabus

Skill level

Beginner

Lessons

18

Pre-requisites

No prior experience needed

Video duration

56m

Estimated study time

56m 51s

Instructor

Linda Croyle

Introduction

1

Unlock generational inclusion

As today's workplace continues to evolve at a rapid pace, more generations have joined the workforce.

Demystifying Multigenerational Diversity

2

Understanding multigenerational diversity

A generation plays an important role in a collective group's identity development, lived experiences, and cultural elements.

3

Defining generations

Each generation has its own characteristics and traits that impact how they approach their work.

4

Multigenerational workforce dynamics

For the first time ever, there are 5 different generations all serving today's workforce.

5

Understanding implications

When people from different generations with different cultural contexts work alongside each other, there's naturally more room for misunderstanding, projection, and error.

Today's Generational Climate

6

Current workforce challenges

In 2016, Millennials, or Gen Y, surpassed the number of Baby Boomers in the workforce and became the largest generation in the current workforce.

7

Identifying generational shifts

Each year, 3 million Baby Boomers leave the workforce, meaning there are many newly vacated positions that need to be filled.

8 Leadership dynamics and challenges

Currently, Millennials make up many leadership positions, meaning they supervise people who are older than themselves.

Planning for Future Success

9 Creating intergenerational collaboration

In order to optimize workplace effectiveness, companies need to collaborate and play to each generation's strengths, needs, and motivations.

10 Succession planning

Along with the shift in generational makeup, younger generations also approach career moves and mobility differently.

11 Dynamics with younger employees

If you're a manager or working with someone younger than you, that person may value different characteristics and qualities than you do.

12 Dynamics with older employees

Collaborating with or managing someone older than you can have the potential for a unique relationship dynamic.

Biases with Impact

13 Moving beyond bias and stereotypes

It can be difficult to understand the difference between a bias and a stereotype.

14 Understanding adultism

Adultism is explained as how young people are marginalized, diminished or made invisible, and having this perception can lead to detrimental stereotypes.

15 Preventing age discrimination

Discrimination can occur from the younger generations towards those who are older, and can lead to significant challenges.

16 Racism and generational diversity

As society becomes more racially diverse, challenges arising from bias and misinformation increase.

Creating Multigenerational Success

17 The future workforce

In order for you to be able to plan for success on projects or within your team, there are nuances within each generation that can impact what success looks like.

Conclusion

18 Aligning on likeness

Thanks for watching this course!

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