



# Generational Diversity

## Uncovering the Best in Everyone



**Presenter:** Jo Anne Preston, *RWHC Workforce & Organizational Development Senior Manager*

**Target Audience:** Hospital Managers, both experienced and new in their role

**Program Description:** Conflicts can evolve from our differences and one of those differences is the influence of the "era" we grew up in. We toss around the terms Baby Boomers, Gen X and Y, etc., but what impact does this have in the workplace? How do we get results and develop a team when we see things so different from each other? How do we manage/lead those who have a world view that does not match our own and still get the best out of everyone? None of us fit in to a "box" but the cultural environment does have an influence on our beliefs and attitudes that impacts how we work together. This workshop leads a discussion on understanding the diversity of the generations and how we can lead more effectively by respecting our differences rather than fighting against them.

### Participants of this workshop will learn to:

1. Identify the basic characteristics of the generations in the workplace today
2. Articulate your own and learn others' work related attitudes/beliefs in the context of generational influence
3. Identify the key supervisory needs of the various generations at work
4. Create a plan to identify your diverse employees' needs for communication, rewards and motivation

### Consider taking this workshop if the following are mostly true for you:

- There are people I work with who really frustrate me with their work ethic (either they don't work as hard as I do or they seem to be workaholics, etc.)
- I find myself complaining or feeling frustrated about a particular group of workers because of the differences in our work beliefs/attitudes
- I am fairly effective in communicating with people in my age group, but I am not as effective with those other generations
- I would like to get better results from my diverse group

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If you would like more information about the *RWHC Leadership Series*, please [email Education Services Manager, Carrie Ballweg](#), or call 608-643-2343.