# Generation Gap
## Closing the Generation Gap in the Workplace

*Description: There are currently five generations in the workforce, and employers faced with mass retirements of baby boomers are looking for ways to prepare for the changes that will result. This course examines the history and reality of the generation gap as an issue. Whether defining the actual limits of each generation is really important, or the merits of people within the context of employment, is the bigger issue that is explored. Understanding others helps us to understand ourselves and to manage the people that we work with. Problems, solutions, and strategies are explored to help overcome issues of the generation gap. Specific learning objectives include: develop understanding of where the generation gap issue surfaces, and the impact it has on the modern workforce, understand and apply language that is specific to each generation currently in the workplace, explore organization strategies that overcome gap issues, and evaluate the need and effectiveness of recruiting, retention and succession plans in context of the generation gap.*

**Session One:** Course Overview.

**Session Two:** History in Brief
- How It Came To Be
- Unique, Yet Similar

**Session Three:** Finding Common Ground
- Common Ground
- What's the Underlying Issue?

**Session Four:** Silents, Boomers, Xers, Ys, and Millennials
- Speaking Across Generations
- Exploring the Generations' Times

**Session Five:** Recruiting that Bridges the Gap
- Recruiting is an Adventure!
- Benefiting the Masses

**Session Six:** Pre-Assignment Review
- How About This for A Gap?
- Generalizations

**Session Seven:** Solutions
- Knowing What You Want
- Having It All

**Session Eight:** The Value of Planning
- Succession Planning in a Nutshell
- Coaching and Mentoring

**Session Nine:** Holding On for the Good Times
- Retention
- Cool People Together in Work

**Session Ten:** Developing Targeted Retention Strategies
- Pulling Some Things Together

**Session Eleven:** What We Really Want Filling in the Gaps
- What's the Plan?
- Workshop Wrap-Up