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# Civil

# Conversations :

## Generations @ Work

## Different Paths, Shared

## Goals

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# TODAY'S WORK

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## **Essential Question:**

How might we harness the unique strengths of each generation to create more dynamic, innovative, and inclusive workplaces?

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# LEARNING OUTCOMES

- ❑ **Identify and challenge generational stereotypes** in the workplace, recognizing how these assumptions can limit team potential and individual contributions.
- ❑ **Develop collaboration strategies** that leverage generational diversity as a competitive advantage rather than a source of conflict.
- ❑ **Expand our appreciation** for generational diversity as a valuable organizational asset.

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# GENERATIONS

**“The past can be a back story to today.”**

-Donna Howlett

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# Click Here



*& let's talk!*

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**What if I do not fit the  
“generational box?”**

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"Have you ever found yourself playing 'translator' between older and younger colleagues - like you understand both perspectives and can help bridge the gap? What's that experience like?"

"When you hear generational categories like 'Millennial' or 'Gen X,' do you think 'Yes, that's definitely me' - or do you sometimes feel like you're standing at the intersection of two generational worlds?"

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# Identifying a **CORE** Memory

## Breakout #1

"Thinking about your own generation, what is a 'core memory'—a significant event, cultural moment, or technological shift—that profoundly shaped your worldview? How do you see that core memory influencing your approach to work, your interactions with colleagues, or your leadership style today?"

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# Successes & Solutions

## Breakout #2

**"In your experience, can you share a success story where collaborating with someone from a different generation led to a particularly impactful or meaningful outcome? Building on that, what practical strategies or approaches have you found most effective in bridging generational differences and fostering strong working relationships?"**

# Keeping the Coffee Warm

