Generations, millennials

90-minute webinar

Millennials make up the largest percentage of the workforce, posing challenges to the structures, working practices and management styles of organisations and individuals of other generations. This practical session focuses not just on millennials, but on the traits, characteristics and differences between each of the different generations found in the workplace. Exploring preferences and behaviours through practical case study discussions, participants will explore how to adapt their style to others and avoid a 'one size fits all' approach.

Learning objectives

- Understand the 'typical' behaviours and characteristics of each generation
- Develop an understanding of preferences and differences and how to adapt
- Learn strategies to draw on the strengths of each generation
- Reflect on your own style and its impact

Webinar overview

9.00 Welcome, agenda, overview
The business case for adapting to a changing workforce. The organisational structures of the past no longer work for a younger workforce with different priorities. The companies able to offer the right ways of working are better able to recruit and retain talent and grow as a result. Agenda, objectives.

9.10 Characteristics of different generations
People act in different ways, and it's not possible to simply stereotype based on someone's age. There are certain behaviours though that are common among generations. Introduction to 'Baby Boomers', 'Generation X', 'Millennials' and 'Gen-Y'. Participants explore their experiences of different generations including their own.

9.25 Understanding millennials
Exploration of participants' experiences of being, or working with, millennials. Key drivers including work being fulfilling, flexible and enjoyable. The end of the 'job for life'.

9.35 Working preferences
In a facilitated discussion using audio, participants share thoughts on the working preferences different generations would have based on what they've learnt already. What working culture do they want? How do they like to be managed? What type of communication works best? How flexible are their companies at the moment for adapting to what people want, particularly millennials? What adaptations could they make to get the most out of their staff?

10.10 Case study discussions
Practical discussions exploring various case study scenarios, considering the needs of different people and how to get the best from them.

10.20 Action plans and next steps
Participants reflect on their next steps and how they will implement their learning in the workplace. Each person makes a commitment for what they will do differently in a group whiteboard which can be circulated to participants following the session as a reminder of their actions.

10.30 Close