

## Inter-generational collaboration

90-minute virtual session

For the first time in history, five generations are working side-by-side. Each generation brings unique strengths, expectations, and communication styles. Organisations that leverage intergenerational diversity can unlock greater innovation, learning, and engagement.

This practical session helps participants understand generational dynamics, bridge differences, and build stronger, more collaborative cross-generational teams.

### Learning objectives

- Understand the characteristics and drivers of different workplace generations
- Recognise common sources of intergenerational tension and misunderstanding
- Explore strategies for building trust and collaboration across age groups
- Develop skills for inclusive communication and relationship-building
- Create an action plan to foster stronger intergenerational teams

### Session format

Sessions are usually run on Zoom or Teams. Please let us know if you prefer a different platform.

Groups of up to 12 recommended, up to 20 if necessary. Please let us know if you have a larger group and we can tweak the session accordingly.

All participants receive a PDF of the slides, key learning points and pointers to further learning resources.

### Sample timetable

**9:00 Welcome and introduction**

- The opportunity and challenge of multigenerational teams

**9:15 Understanding generational traits**

- Insights into Traditionalists, Baby Boomers, Gen X, Millennials, and Gen Z

**9:30 Busting generational myths**

- Avoiding stereotypes and focusing on shared values

**9:50 Practical strategies for collaboration**

- Communication
- Feedback
- Mentoring
- Flexibility

**10:10 Action planning**

- Building one new bridge between generations in your workplace

**10:25 Key takeaways**

**10:30 Close**