



Course Description and Learning Objectives

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Course Description: “Navigate Generational Shifts: Building a Thriving Work Culture for the Future” is a comprehensive course designed to help organizations navigate and harness the potential of multigenerational work environments. With a staggering 60% staff turnover rate costing organizations significant time and money, it is crucial to understand and address the challenges and opportunities presented by generational shifts in the workforce.

This course dives deep into the impact of generational differences, focusing on the transition from Baby Boomers to Millennials as the next generation to fill leadership positions. Participants will gain a thorough understanding of the unique characteristics, values, and perspectives of different generations, with a particular emphasis on Millennials and Gen Z, who soon make up approximately 50% of the workforce.

The course provides actionable strategies and best practices to create a thriving work culture that fosters inclusivity, collaboration, and effective communication across generational boundaries. Participants will learn how to empower younger generations of employees, equip them with the necessary skills, and bridge the leadership gap left by retiring Baby Boomers.

Learning Objectives: By the end of this course, participants will be able to:

1. Recognize the impact of generational shifts on the workplace and the challenges and opportunities they present.
2. Understand the unique characteristics, values, and perspectives of different generations, with a specific focus on Millennials and Gen Z.
3. Foster inclusivity, understanding, and respect among different generations to create a harmonious work environment.
4. Implement strategies to reduce staff turnover rates and retain top talent, particularly among Millennials and Gen Z.
5. Leverage the strengths of each generation to enhance collaboration, innovation, and productivity in the workplace.
6. Adapt policies and practices to accommodate the work-life balance preferences of Millennials and Gen Z.
7. Effectively communicate across generations by leveraging both traditional and digital communication platforms.
8. Embrace technology adoption to engage and retain Millennials, improving operational efficiency and employee satisfaction.

9. Cultivate a democratic and collaborative leadership style that empowers Millennials and encourages their development as future leaders.

10. Implement learning and development programs that cater to the needs and aspirations of Millennials, promoting continuous growth and career advancement.

Through a combination of theoretical knowledge, practical insights, and real-world case studies, participants will gain the skills and readiness to navigate and embrace generational shifts, fostering a work culture that attracts, engages, and retains top talent. This course provides organizations with the tools to thrive in the ever-evolving business landscape, leveraging the potential of each generation for long-term success.