



ProAge
Age inclusion at work

LEARNING FROM EACH OTHER: THE POWER OF MULTIGENERATIONAL TEAMS

BACKGROUND

For the first time in history, we have up to five generations in the workforce. This provides a wonderful opportunity to share knowledge learned from different experiences in life and work. Harnessing this collective knowledge can be a great benefit to companies commercially in how they interact with their clients and internally in how they create highly effective teams.

In their 2020 report, [Promoting an Age Inclusive Workforce](#), the OECD listed six benefits a company enjoys from having a multigenerational workforce:

- Increased productivity
- Stronger talent pipeline
- Greater diversity of skills and outlook
- Better retention of experience and know-how
- Increased resilience
- Better access to multi-skilled teams

However, preconceptions about how people from different generations may act or react to situations, prevent us from working effectively together. Breaking down some of these stereotypes will strengthen our team by helping us understand the value of each of our team members brings to the group.

LEARNING OBJECTIVES AND OUTCOMES

By participating in this workshop, employees will learn why multigenerational teams perform better and are more resilient than teams that are less age diverse. We will explore some of the stereotypes people have related to belonging to a particular generation. We will discover that age does not always define your experience and that you can be dealing with similar situation in life and work at very different ages.

As human beings we are naturally curious; we are also social creatures who feel included when we can contribute to the group we belong to.

Employees will rediscover that, both in work and in life, there are things we want to learn and in return we have opportunities to teach others by sharing experiences and skills we have learned which we will explore together.

The outcomes will be:

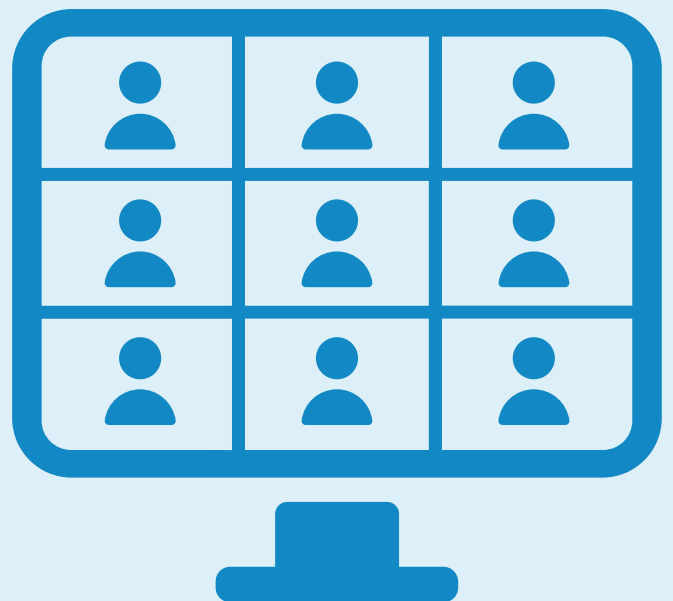
- A greater understanding of why our team is stronger because of the experiences we have through our age diversity,
- Breaking down stereotypes and preconceptions related to age,
- Improved team effectiveness through understanding the skills and contributions individuals can make,
- Team members feeling a stronger sense of inclusion and belonging,
- Team members knowing whom they can turn to when they have an issue.

FORMAT AND GROUP SIZE

The workshop will be delivered online, as a one-hour meeting via Zoom or Teams. It will be offered as a guided, practical, interactive session where participants will discover how they can work together to form a more effective, multigenerational team.

- The first part of the workshop will be a presentation to explain the topic and ensure that the participants are familiar with the concepts we will be working with.
- We will ask the participants to spend some time reflecting on what they want to learn to help them in their role and what they can teach other colleagues. This will help to emphasize the wealth of skills in the group.
- Using a speed-dating approach, we will ask participants to share what they would like to learn and what they can teach so that they can make matches and follow up with their team members. We will ask participants to commit to connecting with a colleague to practice what they have learned.

The maximum size of the group is around 30 participants.



TARGET AUDIENCE: All team members

For more information, please contact info@proage.org