



BIG DASHAN

Coach · Trainer · Speaker

www.bigdasha.com
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Generation Diversity: Getting from “Y” to “WOW”!

Can't figure out how to motivate the “20 year old kid” on your team? Think your “elderly” new boss is a bit too militant? If you are struggling with how to best perform within or motivate a group of diverse workers with different generational working styles, then Big Dashan's “Generational Diversity: Getting from ‘Y’ to ‘WOW’,” training course is for you!

Attend our one-day Generation Diversity workshop and you will learn how to:

- Recognize the four different generations at your workplace today
- Understand the cultural and sociological backgrounds that contributed to each profile
- Identify the work value and motivators of each generation
- Explore their typical strengths and working patterns
- Recognize the dangers of generational profiling
- Approach difficult situations in the workplace
- Build a high-performance, inter-generational team

One Day Course Outline:

In today's workplace, up to four distinct generations are working together. This is the first time this has ever occurred! Each generation brings their own set of values and general behaviour. In many cases this can be very good; however, it can also cause problems. Big Dashan's “Getting from ‘Y’ to ‘WOW’” workshop will help you understand how to approach and resolve delicate situations relating to multi-generational dynamics. You'll learn which traits are truly generational and which one are hyped by the media. Our one-day course will cover the following topics:

1. The Typical Profiles

Different generations bring with them specific traits. We'll define the “typical” profile of each generation so you can better understand how to interact with them.

2. Defining each Generation

The specific traits of each generation are formed by multiple influences including cultural, sociological, parenting and schooling. You will explore each of these elements to “reset” your expectations and understand why each generation reacts and behaves so uniquely.

3. Values and Strengths


Each generation possesses a unique set of strengths and values. By defining this, you'll learn how to build an effective team.

4. The Dangers of Profiling

Generational profiling is generic and runs the risk of labelling an individual incorrectly. You will explore the possible repercussions of wrongly profiling people and learn the techniques on how to find the best approach, based on the individual situation.

5. Creating an Inter-Generational High-Performance Team

By understanding the traits, the values, the strengths, and the dangers, you can help teams better understand each other and build on each other's strengths. You'll look at a case study that provides the practical application and reinforcement of everything you have learned.



By understanding the strengths that different generations of workers can bring to your organization, you can tap into their energy to help build a high performance team

For more information or to book a session:

- Call 613-841-1229
- Visit www.bigdashan.com
- Email denis@bigdashan.com

Looking to Improve your Business Productivity?

Big Dashan offers a variety of one and two-day training courses to build upon your organization's performance:

- *Negotiating with Confidence*
- *Negotiation Mastery*
- *Project Management 101*
- *Management Skills for Today's Workplace*

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Denis Lévesque is owner of Big Dashan, a high-performance coaching, training and speaking firm. He helps senior business executives, entrepreneurs and managers who feel stuck, bored or overwhelmed, build the clarity, confidence and passion they need to boost their performance to an even higher level. Before creating Big Dashan, Mr. Lévesque held numerous senior roles in government-run organizations, large corporations and smaller entrepreneurial businesses. Fluent in both English and French, Mr. Lévesque brings his deep understanding of these unique work environments to help rising talent improve their performance and their organizations' effectiveness and profitability.

For more information or to book our services, call 613-841-1229 or visit www.bigdashan.com.