



REACH, TEACH AND ENGAGE MULTIPLE GENERATIONS IN THE WORKPLACE

with Dr. Jan Ferri-Reed

\$475 (US) per person

VIRTUAL SESSION (3-HOUR)

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There's an invasion quietly taking place in organizations around the world with the potential to forever change the way most workplaces function. The Millennial generation (also known as Generation Y) has entered the workforce by the millions. They are not only settling into cubicles next door to their predecessors (GenXers, Boomers and, yes, even Matures), they are managing their cohort and other generations as well. This presents a quandary for organizations that want to attract, retain and develop leaders from all generations while transitioning the culture to embrace the new regime, perhaps faster and with higher expectations than before. Sheer demographics suggest that, in the very near future, we will feel strain on our generational talent pools and, consequently, organizational productivity. This seminar will provide leaders with insights and strategies for engaging all generations and for enhancing intergenerational communication, productivity and results.

DR. JAN FERRI-REED

Dr. Jan Ferri-Reed is a seasoned consultant and President of KEYGroup, a 33-year international speaking, training and assessment firm. She is co-author of *Keeping the Millennials: Why Companies are Losing Billions in Turnover to This Generation and What To Do About It*, and author of *Millennials 2.0 - Empowering Generation Y*. Jan has presented a variety of programs to thousands of managers and employees in a diverse range of organizations across the globe. Jan's work focuses on creating productive workplaces and retaining talent while increasing the bottom line. She does executive consultation, facilitation of senior level, planning and team building retreats and keynoting at corporate and association events. Representative clients for whom Jan provides services include GlaxoSmithKline, MARC Advertising, DelMonte Foods, The Bank of New York Mellon Corporation, US Steel Corporation, Volkswagen-Audi-Porsche, Pitney Bowes, MTV Networks, Merrill Lynch and UBS-AG.

TOPICS COVERED

THE MILLENNIAL COHORT - WHY THEY ARE LIKE THEY ARE

THE CRASH OF 2008 - DOWN-UNDER OR JUST UNDER-EMPLOYED?
WHY YOU SHOULD CARE - WHY YOU NEED THEM IF YOU WANT TO GROW YOUR BUSINESS

I AM NOT BIASED!

HOW YOU SEE THEM - AND HOW THEY SEE YOU
UNDERSTANDING UNCONSCIOUS BIAS
METHODS FOR REDUCING AGE DISCRIMINATION

RESOLVING TEAM CONFLICT

MULTI-GENERATIONAL TEAM AWARENESS
MODEL FOR MULTI-GENERATIONAL TEAM DEVELOPMENT
TOOLS TO AID MULTI-GENERATIONAL TEAM COLLABORATION

THREE EASY THINGS THAT YOU CAN DO TO TRANSITION YOUR CULTURE

MENTORS AND PROTÉGÉS
TECHNOLOGY
INDIVIDUALITY

MILLENNIALS IN THE MIRROR - SIX CRITICAL LEADERSHIP SKILLS MILLENNIALS NEED TO DEVELOP

ATTENTIVENESS
DIPLOMATIC TRANSPARENCY
ACCOUNTABILITY
MANAGEABLE FLEXIBILITY
CREATIVE PROBLEM-SOLVING
STRATEGIC RELEVANCY

ON-BOARDING TO NAVIGATE THE COMPANY'S GROWTH

HOW MANAGERS CAN KILL ON-BOARDING PROGRAMS FOR ANY GENERATION
JOB AIDES FOR MANAGERS

GUIDING CAREER DEVELOPMENT - AT ANY AGE

MAPPING THE JOURNEY
THE THREE RS FOR CAREER DEVELOPMENT - REAL-TIME; RELEVANT, RELATABLE
CAREER DEVELOPMENT GUIDES AND MANAGEMENT TOOLS FOR ALL GENERATIONS

PRACTICAL TIPS FOR MILLENNIAL-IZING YOUR ORGANIZATION FOR ALL GENERATIONS

GO CASUAL
PROVIDE WORK-FLEX
GET A CONSCIENCE



