



Clare Mulligan Consulting

Generational Diversity

This document provides an overview of example of training and workshops Clare carries in relation to Generational Diversity. Any programmes can be bespoke for a particular organisation.

Presentations/Workshops

Presentations can be given to audiences made up of HR staff, leadership teams, management teams, Sales and Marketing teams or a cross-section of employees. Often presentations are also given at seminars or conferences. Below is an example of some of the presentations that have been provided

1. Presentation on differences in Generations to raise awareness and introduce topic. Usually 1 hour in length and as part of conference or thought leadership day
2. Presentation on generational diversity and impact on future workforces for sales and marketing or strategy day. Usually 1 – 2 hour presentation and facilitation as part of planning day
3. Workshop on Generational Diversity, including facilitation of input from audience. Either by managing panel discussion, breakout sessions or world cafe event. This is usually between 2 – 4 hours. Used for part of diversity training initiatives or as part of a management training programme
4. Workshop on Generational Diversity with cross section of employees. Can be 2 – 4 hours and used to raise awareness and obtain feedback from employees on impact for organisation. Usually initial step in implementing a Generational Diversity programme

Training

Examples of some training programmes are as follows

1. Generational Diversity – one day training for group of employees usually made up from HR staff, managers, team leaders to introduce them to Generational Diversity and explore the impact for their own current and future organisation.
2. Generational Teams – A multi-generational team who are working on a common project receive training on understanding each other and how to work to together effectively.
3. Managing Generational Diversity – challenges for leaders in how to recruit, retain, motivate and lead and generational diverse team.

Consultancy

Some of the areas of consultancy and support include the following

1. Initiatives and policy review for managing different generations
2. How to recruit and retain different generations
3. Coaching for managing generational conflict
4. Career planning
5. Reward systems
6. Consumer Psychology – creating messages for each generation
7. Generational Audits
8. Succession Planning

Email: clare@claremulliganconsulting.ie

Web: www.claremulliganconsulting.ie

Tel: +353 (0) 86 1922365