

Invati Consulting

Designing Modern Organizations for the Future
Inspired by Millennials, Built For Generations To Come

Generation University™

Objectives and Program Description

This unique program of 4 online courses progressively increases employee's generational collaboration capability, converts commonly shared views on generations into actionable workplace strategies, with an emphasis on the Generation Y/Millennial Generation. It begins with a fundamental understanding of the different generations, then shares effective, collaborative workplace strategies, and finally culminates with a demonstrative certification in Multi-Generation Work.

The design of the courses utilizes an online learning platform that combines activities such as discussion boards, quizzes, assignments, and more in one place. It is a two-way, learner-content interactive course that promotes learning transfer, while remaining self-paced and individual – it is **not** a web-based training or typical e-learning format.

Target Audience – All employees

Business Objectives - The business metrics this program is designed to impact are:

- Decrease productivity loss due to generational miscommunications and presumptions.
- Increase engagement and retention by creating a positive culture in the workplace.
- Meet requirements of inclusion of age/generation into Diversity and Inclusion programs.

Performance Objectives – The changes expected in learner's performance and behaviors on-the-job are:

- Minimize presumptions associated with incoming Gen Y/Millennial employees and generations in general
- Treat every individual with respect for the knowledge and expertise they bring to the team
- Brainstorm and implement ideas on using generation collaboration skills in day to day work activities
- Communicate effectively beyond generational barriers in manager-employee relationships

Learning Objectives – The objectives for each course that the learner will accomplish during the training are:

Course 1: Introduction to Generational Science and Millennials

By the end of this course, you will be able to summarize the basic characteristics and importance of generational science and today's multi-generational workplace.

- Define the term "generation"
- Explain the basis for generational science and demography
- Describe the defining characteristics and influential events for the five generations in the workforce today
- Justify the importance of embracing multi-generational diversity in the workplace

Course 2: Leveraging Generational Diversity: From Stereotypes to Strengths

By the end of this course, you will be able to:

- Discuss the origins and complexities of the generational stereotypes we hold ourselves and observe in others.
- Demonstrate appreciation for the formative events that influenced each generation and their resulting attitudes and behaviors
- Display commitment to reframing perceptions positively by using the Stereotype to Strength Framework™ to reframe and leverage generational traits, especially in regards to Millennials

Course 3: Millennials at Work

By end of this course, you will be able to apply the new understanding gained in Course 1 and Course 2 to three specific work situations: working with Millennial team members, managing Millennials, and working for a Millennial manager.

- You will be able to relate how major Millennial formative events impact Millennials' approach to work
- You will be able to develop your unique approach to each situation

Course 4: Multi-Generation Work Certification

By the end of this final course, you will be able to:

- Demonstrate the understanding of generations you have gained through participating in the overall Generation University program
- Evaluate your multi-generation workplace and synthesize strategies you would like to implement that will improve your day to day engagement and productivity

This program is designed to impact Productivity, Retention, and Engagement Metrics. Incorporating the Millennial Generation effectively into the workplace goes beyond Diversity & Inclusion.

- **Enable Productivity** – Give your employees tools to decrease productivity loss during cross-generation communications and teamwork.
- **Drive Retention** – Employees value a workplace where they have built positive workplace relationships. This training takes commonly held, negative generational stereotypes and turns them into positive relationship building tactics.
- **Build Employee Engagement** – Embracing differing viewpoints, respecting others, and valuing contributions encourage employee input which directly leads to engagement and innovation.
- **Reflecting and Responding to A Changing Customer Base** – Through leveraging your employee base, your organization can communicate and serve your customer base better.
- **Enhance Virtual Teams** – Building personal connections and matching communication methods drives virtual work.

Get in touch with us today at info@invaticonsulting.com to bring Generation University™ to life at your organization!