

The Generations In the Workplace

Baby Boomers	Gen X (1946-1964)
Baby Boomers are known for their strong work ethic and dedication to their careers.	Gen Xers are often characterized as independent and self-starters.
Their Values: Job Security, Loyalty, and Respect for Authority. Financial stability is a priority.	Their Values: Work-life balance, self-reliance, career advancement based on merit.



DHB
Vision Strategists

Generational Diversity

Leadership Strategies to
Foster Team Excellence

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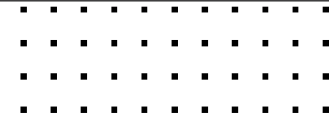


Introduction:

The contemporary workforce, with five generations working together, offers a unique chance for organizational success. However, many leaders struggle to harness this diversity, resulting in missed opportunities and talent loss. Immediate action is crucial as a failure to adjust from a mainly transactional approach to people will lead to stagnation and ultimately decline. To attract and retain the best talent requires intentional action.

Our Solution:

The Generational Diversity Workshop will provide leaders with essential tools to unlock their teams' potential. It emphasizes shifting from acknowledging differences to cultivating the right mindset for improved performance and results. Recognizing Human Resources as a pivotal resource, the workshop offers transformative insights for accelerated growth.





Training Outcomes:

At the end of this workshop, leaders will be able to:

- 01.** Identify the benefits of generational diversity in the workplaces.
- 02.** Uncover the mindset blockages that impede leadership impact across generations.
- 03.** Discover the strengths in each generation and the potential for generational synergies
- 04.** Learn the leadership skills needed to leverage these generational strengths and improve team performance.
- 05.** Develop a simple roadmap for the application of these leadership strategies to deal with everyday opportunities and challenges.

Reviews:



Several commendatory factors stood out to me. These were the incorporation of various realistic scenarios and open discussions. My eyes were opened in terms of my strengths and weaknesses and how to use and adjust them to become a better leader.



Interactive and informative. It had realistic scenarios.



I enjoyed the fact that the facilitator was very engaging, down to Earth, and able to make the information practical to my field.



The hands-on activities really brought the material home for me.



Key Topics:

- **Understanding Generational Differences**
 - Characteristics and values of different generations in the workforce
 - The power of the multigenerational team
- **The Impact of Unconscious Bias on Leadership Styles**
 - How does unconscious bias affect your leadership
 - The impact of unconscious bias on team dynamics
- **The Blend between Leadership and Management**
 - Key differences between leadership and management
 - Understanding how EQ skills can improve your leadership dynamic and team results

- **Facilitative Leadership Techniques To Foster High Performance**
 - How to use communication techniques to foster cohesion and collaboration among generationally diverse teams
 - How to creating an inclusive environment that leverages generational strengths.
- **Practical Application and Integration**
 - Practical scenarios and case studies to apply learned concepts
 - Developing a simple action plan

Contact Hours:

Eight (8) hours

Delivery Method:

In person or virtual

Cost:

TT\$1,500 per participant

(minimum no of participants: 5)

Meet The Trainer

Dana Hayes-Burke

Dana Hayes-Burke is a Founder and Chief Business Strategist of DHB Vision Strategists. She is also an International Keynote Speaker who speaks on Strategic Leadership and Business Strategy. Known as The Vision Builder, Dana is recognized for her work to educate, empower and build in the spaces of vision, business strategy and leadership. In 2023, Dana received an international award as Business Consultant of the Year for Central America and The Caribbean.

As a leader, Dana's experience extends from leading a multigenerational team and the management of a project budget of over a \$1 million to building, nurturing and guiding a team to grow her first start-up to 6 figures in 6 months. She believes in the power of developing people to achieve extraordinary results and has done this in the private, public, and non-profit sectors for over 15 years.

She has spoken at leadership and business conferences in several countries including the United States, Canada, Aruba and St. Lucia. Clients have commented that "Dana creates these 'aha' moments that turn doubts into inspiration and inspiration into action". She is known for making complex solutions simple and easy to action and for her engaging presentation style.

Dana holds a Master of Science degree in Management Studies from the University of the West Indies with her research on the international readiness of SMEs in Trinidad being published in the prestigious [International Journal of Globalisation and Small Business](#).



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