

Working with Different Generations

Understanding ageism to help create an inclusive workplace



Program Overview

While Canada is a nation of diversity, we have much work to do to ensure that in our workplaces everyone is welcomed and accepted, and their differences are valued as strengths. In many workplaces today, leaders and employees face the challenge of working with and managing people from five different generations in the same work environment. This course will help you gain insight into the key influences and overall characteristics of people in different age groups. Understanding the foundational issues related to ageism and youthism through an intersectional lens will help participants to situate the multi-generational workplace within the context of creating diverse, equitable, and inclusive workplaces. Participants will also learn practical approaches and strategies to help create a positive work environment that is sensitive to and builds upon the diversity of employees from diverse age groups and backgrounds to transform their workplace into a welcoming, equitable, and inclusive space.

Audience

Employees and managers who are looking to build on their knowledge about ageism in the workplace, and to learn effective approaches to continue contributing to and building an inclusive workplace based on best practices in the context of Diversity, Equity, and Inclusivity.

Instruction Methodology

This program is a facilitated session to engage participants through presentations, guided discussions, and exercises.

Duration Half-day

Price \$325.00 plus HST

Topics Covered

The objectives of the session include:

- Reviewing the key influences and characteristics of each generation
- Examining how generational characteristics impact mindset, lifestyle and work habits
- Understanding ageism and youthism and how to avoid age-based assumptions and stereotyping, and how to consider the viewpoints of each team member
- Learning how to collaborate with and appreciate the unique preferences, habits, and behaviours of colleagues who grew up in different times or circumstances than ourselves
- Looking at the various generations through an intersectional lens and anti-oppressive approaches to inclusion
- Learning how to contribute to inclusive workplace culture and create a welcoming environment



About Your Facilitator

Dr. Gananatha Subrahmanyam, PhD

Dr. Gananatha Subrahmanyam is a facilitator, lecturer, researcher, communicator, and academic coach working with private and public sector clients for more than 20 years. A specialist in applying anti-oppressive frameworks for the advancement of diversity and inclusion, Gananatha is a committed feminist and social activist, motivated by movements for social justice and his deep desire to help participants on their individual paths to self-actualization.