



WORKING WITH DIFFERENT GENERATIONS

*Building on generational strengths to improve
team performance*





Multigeneration Workforce

Working with Different Generations

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Overview

Building a workplace that reflects Canada's diversity and commitment to inclusion is vital to our success. Yet, one major challenge often overlooked is generational differences.

Today, up to five generations might be working together, each bringing unique perspectives that shape organizational unity and productivity. Canadian workforce make-up is also changing. In the Government of Canada, Millennials now make up nearly half the workforce—matching Baby Boomers and Gen Xers combined, whereas Baby Boomers comprised the majority of employees a mere ten years ago.

With these shifts come new skills and fresh insights, but also challenges to traditional values, communications, and work styles. This one-day workshop provides practical strategies to turn generational differences into strengths, fostering a thriving and inclusive workplace.

Who Should Attend

Employees, managers, supervisors, and team leaders who want to deepen their understanding of age diversity and improve team collaboration. Anyone seeking knowledge and practical tools to navigate and benefit from multigenerational diversity in the workplace.

Key Benefits

- Learn how generational perspectives shape mindsets, values, expectations, and work habits
- Apply practical approaches to support collaboration, foster respect, and increase teamwork, innovation, and productivity across age groups through relevant case studies
- Build action plans to support inclusive team dynamics and team performance
- Access to a handout for quick reference in daily work

Duration One day

Price \$595.00 plus HST

Learning Outcomes

By the end of this workshop, participants will be able to:

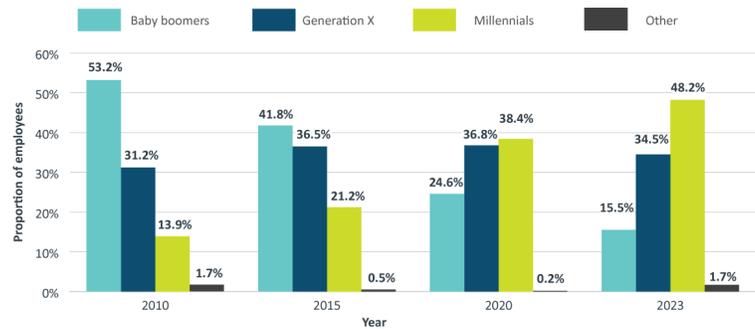
- Identify the defining characteristics and influences of each generation: Traditionalists, Baby Boomers, Gen-X, Millennials, Gen-Z and Alphas
- Distinguish between generational perspectives and values and avoid stereotypes
- Understand how age-based assumptions are a form of unconscious bias that can impact workplace dynamics
- Apply intersectional and inclusive approaches to foster team building and innovation
- Develop strategies to transform generational misunderstandings into opportunities for collaboration and productivity

Federal public servants by generation, 2010, 2015, 2020 and 2023

Technical notes:

Population: Includes all employment tenures and active employees only (employees on leave without pay are excluded). The information provided excludes employees with an unknown age and is based on data as of March 31. "Other" includes employees who were born in other generations (i.e., the Greatest generation, Traditionalists and Generation Z).

Source: Office of the Chief Human Resources Officer, Treasury Board of Canada Secretariat.



Topics Covered

- Overview of generational diversity: Who's in the workplace today?
- Key influences, defining events, and specific perspectives for each generation
- Recognizing, understanding, and avoiding age-based assumptions and unconscious bias
- Communication styles and collaboration strategies across generations
- Identifying and leveraging shared goals and values
- Intersectional and anti-oppressive approaches to multigenerational inclusivity
- Conflict transformation: Turning differences into team-enhancing strengths
- Key roles in supporting generational inclusion, collaboration and innovation

Instructional Methodology

Facilitated session with interactive presentations, guided discussions, and practical exercises. Opportunities for reflection, group work, and scenario-based learning to reinforce key concepts.



About Your Facilitator

Dr. Gananatha Subrahmanyam, PhD

Gananatha is a seasoned facilitator, lecturer, and social justice advocate with over 20 years' experience. Specializing in integrative approaches to leveraging the strengths of diversity to navigate the challenges of change, Gananatha brings a research-based, practical, empathetic approach to helping organizations and individuals thrive in diverse environments.

Onsite and Custom Courses

Onsite and custom training options are available to meet your team's specific needs, maximize learning, and provide a tailored experience for your organization. Contact us for more information or to discuss your requirements.

Contact us to discuss how we can help you build a more inclusive, collaborative, and productive workplace through a customized course or coaching.

Register Today

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