

# LEADING IN THE MULTIGENERATIONAL WORKFORCE

Reduce turnover, increase engagement and leverage the talents of all ages in the workplace.

Generational diversity is both exciting and challenging. Different generations bring different skills to the workplace, different attitudes and different expectations of working life. The clash of cultures with Boomers, Gen X, Millennials and Gen Z often leads to reduced engagement and increased turnover. Organizations that skillfully manage the tension generate growth and profits beyond peer organizations.

In this program, you will learn about the different generations and how to lead them to further organizational goals. You will study best practices of companies who have successfully leveraged multigenerational teams. You will receive feedback about your own workplace and generations who work there. And you will begin the process of applying your newfound knowledge to your home work environment.

## The Bottom Line for You and Your Organization

- Clear understanding of the generational differences and their expectations from work
- Develop strategies that will allow you to engage and leverage each generation's unique skill set
- Practice techniques to manage the differences to promote a positive company culture that everyone shares

*"I can't wait for this program! I've been struggling with getting through to my younger workforce and look forward to learning best practices and bringing that knowledge back to my team."*

**Past Participant**



## Course Instructors\*

### Cherrie Wilkerson, MBA

*Professor of the Practice of Management,  
Owen Graduate School of Management*



Cherrie is Program Director for the Master in Finance and in the past has taught in Vanderbilt Managerial Studies program.

Prior to joining academia, Cherrie spent nearly 20 years as a consultant with Bain and Executive Perspectives. She graduated magna cum laude from Vanderbilt before earning her MBA at Dartmouth with high distinction, as an Edward Tuck Scholar.

### Brian Griffith, Ph.D.

*Adjunct Professor of the Human and Organizational Development, Peabody College of Education, CEO of G360 Surveys*



Brian is an adjunct professor, author and former director of the Human & Organizational Development Program at Vanderbilt. He spent his academic career studying how people learn,

grow and develop. Currently, Brian is the CEO of G360 Talent Development and regularly conducts workshops on leadership development, team performance and personality assessment.

# Leading in the Multigenerational Workforce

## Topic Areas

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| <ul style="list-style-type: none"> <li>• The changing workforce             <ul style="list-style-type: none"> <li>• What generations are in today's workforce?</li> <li>• How do they differ from each other?</li> <li>• Why do we care?</li> </ul> </li> </ul>   | <ul style="list-style-type: none"> <li>• Insight for organizations: Best Practices             <ul style="list-style-type: none"> <li>• Best practices from leading organizations</li> <li>• Exercise: Adopting best practices in your organization</li> </ul> </li> <li>• Millennials LIVE             <ul style="list-style-type: none"> <li>• Perspectives from a Millennial panel on participant strategies and plans</li> <li>• Exercise: Road testing action plans with Millennials</li> </ul> </li> </ul> |
| <ul style="list-style-type: none"> <li>• Insight for managers: Millennial Climate Survey             <ul style="list-style-type: none"> <li>• Millennials' expectations of work in your organization</li> <li>• Where conflicts arise</li> <li>• Exercise: Strategies for addressing climate issues</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>• Plan for Success             <ul style="list-style-type: none"> <li>• How to give 360 feedback</li> </ul> </li> <li>• Planning for giving feedback</li> <li>• Discussion of plans and next steps for implementation</li> </ul>  |

Live Online Classes typically run from 8:30 a.m. to 12:30 p.m. (Central). Schedule is subject to change.

## Who Should Attend

- Managers, Directors and Executives leading multi-generational teams
- Leaders who want to learn best practices for millennial productivity and efficiency
- Small business owners and entrepreneurs

## Cost

\$2,295

Cost includes tuition and instructional materials.

\*Program content and faculty subject to change; check website for details.



## About Vanderbilt Executive Education

Vanderbilt Executive Education at the Owen Graduate School of Management offers proven and practical programs to help individuals and organizations refresh, engage and strengthen management expertise. Short Programs for individuals are short, highly focused programs in areas of Leadership, Management and Strategy. Custom Programs for organizations are custom-built and are uniquely tailored to help each client tackle a specific organizational need or to achieve its developmental goals for established and emerging leaders.

Conveniently located near downtown Nashville, Vanderbilt Owen Graduate School of Management is ranked as a top institution by *BusinessWeek*, the *Wall Street Journal*, *U.S. News & World Report*, *Financial Times* and *Forbes*.

Visit our website for more information regarding programs and schedules, faculty biographies, online registration and maps and directions.



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