

The Intergenerational Team ©

Tools to leverage age diversity, dismantle workplace stereotypes, and build an inclusive culture where different generations collaborate effectively.



Have you ever noticed how differences in communication styles, personal values, and professional expectations can trigger friction or misunderstandings within mixed-age teams? When diverse generations work side-by-side without mutual empathy, organizations fail to harness their shared potential, resulting in costly cultural silos and delivery disconnects.

The Intergenerational Team©© helps participants look past common workplace clichés to build real empathy based on statistical market trends and demographic data. Inspired by healthy corporate ecosystems, this interactive course provides practical strategies to transform age gaps into collaborative strengths and operational synergy.

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• Who is it for?

- Managers and team leaders
- Specialists and individual contributors
- Cross-functional teams working in fast-paced, high-pressure delivery environments
- Mixed organizational audiences looking to reduce age-related prejudice, enhance active listening, and maximize the collective power of heterogeneous teams

• What will you learn?

How to...

- identify the specific active profiles, core motivations, and contrasting work values of different generations present in today's workforce
- implement a personal "Generational Lens" to evaluate how your own demographic background impacts your professional expectations and leadership behaviors
- adapt individual communication patterns and active listening habits to defuse age-related tensions
- co-create actionable team collaboration guides

• What to expect?

- An evidence-based analysis of generational data regarding motivation, attitudes toward authority, job mobility, and technological integration.
- Immersive group activities using reflective techniques to identify specific friction points in your current team dynamics.
- Collaborative drafting sessions to design a custom team charter focusing on reciprocal feedback structures and communication norms.
- A structured "World Café" ideation exercise to build out realistic, organization-wide

• How is it delivered?

FORMAT

In-class or online

DURATION

1 day / 6 hours

COHORT

Groups of up to 12 participants