

Managing and Leading the New Generations

Since 1968, the population both nationally and globally has doubled, and the demographics of Australia have radically changed. Generations Y and Z combined are not only the largest generations ever, but they have different characteristics, attitudes, values, and priorities. To manage, retain, and train these emerging employees we must first understand them.

Based on the latest Australian research, participants will be equipped in this session with a better understanding of the Under 30's. The session will provide insights into the generational diversity that exists in the community and the modern workplace. Attendees will be equipped them with the understanding, and communication skills required to relate effectively engage with Generations Y and Z, and empowered to better manage and motivate with these new leaders.

Session 1: Understanding the New Generations

Topics: Australia's diverse demographics and the reasons for generation gaps: from Builders and Boomers to Gen Xers, Y's and Zeds. Snapshots of the different cultures, and the new market segments. The characteristics, attitudes, and values of these emerging generations.

Session 2: Managing and Leading the New Generations

Topics: The changing face of the workplace: the latest trends. Attracting and recruiting the Under 30's. HR strategies to deal with the intergenerational workforce. Their ideal managers: what works best today. Gen X and Y friendly workplaces - creating the right structures and environments. The biggest mistakes made in dealing with the new generations.

Session 3: Motivating and Inspiring the New Generations

Topics: Dealing with their work/life balance, workplace priorities and relational needs. New attitudes to work: aspirations and motivations. Maximising retention: what will keep them engaged. The role of mentoring and leadership development.

Session 4: Training and Communicating with the New Generations

Topics: Understanding the new learning styles, and key influences on the Under 30's. 21st Century presentation styles and structures that work. Dealing with declining attention spans. Multi-modal communication. Creative training styles that cut through. Impacting the post-literate generation with effective visual and kinesthetic methods.