
LEADING THROUGH THE GENERATIONAL LENS

Understand what each generation needs and wants from its leadership and how leadership can get the best from each generation.

JOINTLY OFFERED BY PELORUS LEADERSHIP GROUP, INC.
& NAVIGEN LEADERSHIP, LLC.

PROGRAM OVERVIEW

Leading cross-generationally means we need to understand that which has influenced the beliefs and actions of each generation. It also means that while the current context in which they lead influences leadership behaviors and responsibilities, the leaders from each generation have been shaped by the unique experiences of their own generation.

In this workshop, you will:

1. Review the events and messages that have influenced each generation.
2. Consider and weigh what each generation expects and what each generation needs from leadership.
3. Identify what causes a leader to disconnect from members of each generation.
4. Consider how the current times/context align or disconnect with the generational influences on a leader.
5. Prepare to communicate with others with regard to your own generation and on what you expect or need from your leaders and from those whom you lead.
6. Recognize how leadership will change as new generations enter the leadership ranks.
7. Determine the steps you need to take to prepare your organization for the changing leadership landscape.

FACILITATORS

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PARTICIPANTS

Up to 24 formal and informal leaders

Leading Through the Generations is one of twelve courses offered as a part of *Navigating the Generations: A Series Of Programs Exploring The Challenges Facing Leaders And Workers In Today's Multi-Generational Workplaces.*

The title is available as a half-day program or a full day program. The half-day program will cover objectives 1-5. The full day program will include objectives 1-7 and will have additional hands-on participant activities.

Contact [Navigen Leadership](#) or [Pelorus Leadership Group, Inc.](#) today to bring this, or another course in this series, to your organization.

NAVIGATING THE GENERATIONS

Introductory Course (Pre-Requisite)

Looking Across The Generations. Recognize generational influences and the resulting workplace behavior of each generation.

Core Courses

Communicating In A Multi-Generational Workplace. Learn how to deliver important company information and supervisory direction in ways that reach and resonate for each generational cohort.

Navigating The Multi-Generational Workplace. Gain awareness of your own expectations and those of co-workers who represent other generations. Discover how you can navigate through or around the typical generational clash points and align with organizational mission, values, and goals.

Leading Through The Generational Lens. Consider how generational experiences influence the way we lead and what we want from our leaders.

Generation Specific

Millennials In The Workplace: How Different Generations Perceive Me And My Generation. Learn the challenges Millennials face in the workplace and prepare them for the realities of life at work.

Millennials Communicating With Management: How I Integrate Into Corporate Life. Understand the perceptions of others. Learn the skills that demonstrate to management the realities and strengths of Millennials that prove Millennials are capable of aligning with corporate culture, mission, vision, and values and being a part of collaborative generations working towards the same goal.

Ensuring Successful Millennials. Learn to mentor and ensure their success in your workplace. Consider and practice actions most likely to encourage this newest workplace generation to come, stay, and contribute their best to your organization.

Xers Rising. Consider and practice the actions most likely to retain and motivate Generation X as they move into the middle years of their work life.

Caught In The Middle: Generation X As The Manager. Identify and address the challenges of this generation of managers as they supervise the work of older and younger associates.

Retaining Boomers And Their Knowledge. Learn to redefine retirement and how to respond to the changing needs and expectations of Boomers at work.

Additional Courses

Onboarding And Training With A Generational Perspective. Recognize what each generation needs to connect, focus and engage with your organization and their own work. Learn ways to ensure that the messages you are sending are readily received and understood by generations who have learned to learn in very different ways.

Cross Generational Co-Mentoring. Learn how to create and gain endorsement for a cross-generational co-mentoring program.



Kathy Davanzo, SPHR
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Kathy has over thirty years of training, human resource management and leadership experiences having worked in university, corporate and nonprofit environments and having served a broad spectrum of clients.

As a national speaker, trainer and workforce readiness consultant Kathy focuses on workforce readiness issues from the employer perspective and communications and influence skills for employees at all levels. She has a special interest in the role generational experiences play in the workplace.

Kathy holds a bachelor's degree in English and Communications Education from Miami University and a master's degree in Education from the University of Miami.

Kathy served over three years as the Workforce Readiness Chair for the HR Florida State Council. She was a member of the Society for Human Resource Management's Katrina Disaster Response Volunteer Panel. Kathy is an avid sailor, and when not sailing, she resides in Gulfport, Florida with her husband, Charlie.



Michele Norris
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Michele has more than thirty years of professional sales and leadership experience for such companies as Xerox, ADP, and Boise Cascade Office Products/OfficeMax. In the corporate environment, she has managed and led high performance teams of diverse generations.

Michele's thorough research and experience has led to her passion for defining the role that generational values play in influencing the way leading organizations operate. Her expertise in corporate culture and strategic leadership help her to assess opportunities quickly.

Michele holds a BA in Business (Marketing) from the University of South Florida's College of Business in Tampa, Florida. She is a long time volunteer giving back to her institution through such roles as: President of the University of South Florida Alumni Associations National Board of Directors; Board Member of the University of South Florida's Foundation Board of Trustees; Founding Member and Current Chair of the University of South Florida's Women in Leadership and Philanthropy; and serves as a Scholar Bull for the University of South Florida Athletic Associations. Michele and her husband Randy are the parents of a millennial son Alex and reside in Lutz, Florida.