



Web-Based E-Learning



i-Gen: Connecting Generations at Work

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FOUR CHARACTERS TAKE YOU ON A JOURNEY THROUGH FIVE MODULES



Fred - Traditionalist



Catherine – Baby Boomer



Li – Generation X



Amara - Millennial

**Module 1: Introduction to
Generational Diversity**

**Module 2:
Meet the Four Generations**

**Module 3:
Challenging the Myths; Looking for
Commonalities**

**Module 4:
Managing Four Generations**

**Module 5:
Engaging the Generations**

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1. Introduction to Generational Diversity

- 4 Generations: 80 Years in 60 Seconds
- Business Case for Generational Diversity
- Program Objectives and Roadmap
- Generational Names
- Generational Markers Exercise
- Sodexo i-Gen Network Video

2. Meeting the Four Generations

- Generational Names Around the World
- Traditionalists
- Baby Boomers
- Generation X
- Millennials

3. Challenging the Myths and Discovering Commonalities

- Global Similarities Among 4 Generations
- Leverage Complementary Characteristics
- Generational Myths and Misperceptions

4. Managing the Four Generations

- Generational Attitudes Quiz
- 4Ls Tool for Managing Generational Differences
- Applying the 4Ls to Case Scenarios
- The Generational Lens

5. Engaging the Generations

- Course Recap
- Developing Your Action Plan

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MENU **RESOURCES**

Meeting the Four Generations

- Generational Names
- Traditionalists
- Baby Boomers
- Generation X
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Activity: **Traditionalist Pop Quiz**
Given what you have learned about Fred, what might be some of his work attitudes, values and preferences of his generation? Select one choice from the drop down box for each category.

Category 1

Work Ethic:

Work Hard; Save Money; What is play?

Answer: Work Hard; Save Money; What is play?

Next Category

Audio is ON | Auto-Advance ON | Back | Replay | Pause | Show Text + | Next

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WHAT ACTIVITIES AND EXERCISES HELP US LEARN?

- Assessing Your Generational Attitudes
- Generational Myths: True or False?
- Leadership Styles and Generational Preferences
- Reframing Negative Stereotypes as a Contribution
- Reflection Exercises: for Each Generation
- Generational Icons: Drag and Drop Matching
- Commonalities Between Boomers and Millennials
- Behaviors That Millennials Share Globally
- Applying the 4Ls Model to Amara's Dilemma
- Calibrating Your Inclusion Meter
- Video Montages: Each Generation in 60 Seconds
- Creating My Action Plan



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**CONTINUE THE LEARNING
WITH RESOURCES AND
ACTION PLANS**

i-Gen **sodexo**
Making every day a better day

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MENU RESOURCES

Sodexo Resources for Generations from an i-Gen Perspective

Sodexonet i-Gen webpage: <https://sodexoinfo-usa.com/hr/sdhddivmisc.nsf/cfbccce0bd15e9a6185256e5800646ebe/5b6952126f1f529b8525758a00512f1d?OpenDocument>

i-Gen Facebook Page: <http://www.facebook.com/group>

Twitter Facebook Page: <http://twitter.com/Sodexoigen>

Lifeworks Overview: <https://sodexoinfo-usa.com/hr/homehrbene.nsf/7cd73d241c130e8a8525f3def?OpenDocument>

Lifework Site: <https://www.lifeworks.com/login/index.as>
Lifeworks site access:
ID: sodexo
Password: lifeworks

Flexibility Works webpage: <https://sodexoinfo-usa.com/hr/sdhddivmisc.nsf/cfbccce0bd15e9a6185256e99c9?OpenDocument>

Flickr Page: <http://www.flickr.com/photos/sodexoigen/>

Exit X

Action Items Exercise: Check at least two action items that you commit to pursue and give yourself a deadline.

Action Item	I'll Commit To This:	Deadline
Create an inclusion meter for people from your generation and an older/younger generation	<input type="checkbox"/>	<input type="text"/>
Choose a person from the generation you understand the least and take him/her to lunch	<input type="checkbox"/>	<input type="text"/>
Join a reciprocal mentoring initiative (either one-on-one, or as a group)	<input type="checkbox"/>	<input type="text"/>
Attend an i-Gen professional networking or social event	<input type="checkbox"/>	<input type="text"/>
Share best practices for inter-generational workplace engagement with other managers	<input type="checkbox"/>	<input type="text"/>
Convene informal one-on-one meetings with your team to discuss their career mobility, work/life balance issues, hindrances and helping factors.	<input type="checkbox"/>	<input type="text"/>
Host a periodic social event and allow a member of each generation to pick the activity/venue.	<input type="checkbox"/>	<input type="text"/>

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RESOURCES

Introduction to
Generational Diversity ▶

▶ Introduction

▶ 4 Generations,
80 Years in 60 Seconds

▶ Business Case for
Generational Diversity

▶ Program Objectives
and Roadmap

▶ Generational Names

▶ Generational Markers
Exercise

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Drag and drop the event, icon or historical figure into its
corresponding generational category.

Traditionalist



Baby Boomer



Gen X



Millennial


