



ShiftingYears

Leverage the Power of Generations

by Laura Goodrich

Group Exercises

ShiftingYears

Leverage the Power of Generations

by Laura Goodrich

Shifting Years: Leverage the Power of Generations by Laura Goodrich » Group Exercises

©Copyright 2010 On Impact Productions, LLC. All rights reserved under International and Pan-American Copyright Conventions.

No part of this film, video, DVD, or CD-ROM may be reproduced in any form, or by any means, electronic or mechanical, unless specifically permitted in the text or by written permission from the publisher.

Address all inquiries to:

Star Thrower Distribution Corporation
26 East Exchange Street, Suite 600, St. Paul, Minnesota 55101

PH: 800.242.3220 | EM: info@starthrower.com | Fax: 651.602.0037 | www.starthrower.com

Exercise #1 »

Early Experiences

Ask group members to take a moment to think of a noteworthy, early life experience with another person that made a strong impact on them, and continues to guide their thoughts, actions, and behaviors today.

Invite participants to briefly share their stories with the group.

Have a brief group discussion about how early life experiences impact us today. Be sure to consider how this is relevant to your organization.

Exercise #2 »

Assumptions

As a large group, make a list of assumptions and stereotypes about each generation (Silent Generation, Baby Boomers, Generation X, Millennials). Write these down for all to see.

Next, ask participants to defend some of the assumptions listed. Consider asking the following questions:

Where did this assumption come from?

Does it have merit?

If this assumption is unfounded, how can you overcome it?

Is this an automatic assumption or are you willing to have an open mind?

What lessons can we take away from discussing these assumptions in the open?

Exercise #3 »

Seek to Learn

Ask everyone to get a partner.

Partner 1 should identify a work related challenge that is not going as expected, or a work related opportunity.

Partner 2 should ask open-ended questions to learn and help solve the challenge, or leverage the opportunity, to the advantage of the individual, the team, or the organization without giving specific advice.

After about five minutes, reverse the roles.

Exercise #4 »

Valuable Attributes

Make a chart that looks like this:

	Column 1 » Attributes	Column 2 » Value To The Organization
Silent Generation	<ol style="list-style-type: none"> 1. 2. 3. 4. 5. 	
Baby Boomers	<ol style="list-style-type: none"> 1. 2. 3. 4. 5. 	
Generation X	<ol style="list-style-type: none"> 1. 2. 3. 4. 5. 	
Millennials	<ol style="list-style-type: none"> 1. 2. 3. 4. 5. 	

In column 1, write up to five valuable attributes of each generation. In column two, briefly state the value to the organization today.

Exercise #5 »

Identify Ideas to Leverage the Power of Generations

Break up into small groups.

As a group, identify a challenge or opportunity within your organization.

Identify solutions from the perspective of different generations:

Silent Generation

Baby Boomers

Generation X

Millennials

Try to come up with the best blended solution for the challenge.

Notes »



STAR
THROWER™



STAR THROWER DISTRIBUTION CORPORATION

26 EAST EXCHANGE STREET, SUITE 600 ST. PAUL, MN 55101

800.242.3220

WWW.STARTHROWER.COM