

**LEARNING & DEVELOPMENT  
BUSINESS CONSULTANT**



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# MULTIGENERATIONAL WORKFORCE COURSE

The Multigenerational Workforce Course is a model for exploring the truths and the myths about the active generations: baby boomers, generation X, millennials and generation Z.

According to LinkedIn Global Talent Trends 2020, multigenerational workforce is the fourth most important trend for the global HR world.

Generational collaboration is a must considering the characteristics of the younger generations, especially generation Z. The leading experts in generational studies say that adapting to Gen Z means getting applicants when competitors can't and keeping Gen Z employees when others are struggling with increasing turnover.



# What is this about?

During a one day training, you are going to learn about the main characteristics of generations. How can you adapt your processes, culture and ways of working in order to create an environment that enhances the expression of full potential of all generations while exploring the complementary skills of each cohort.

Jason Dorsey, a global generational expert says that "Organizations that take the time to break through stereotypes and myths can create tremendous trust, teamwork, communication, and openness that unlock the potential of every generation".

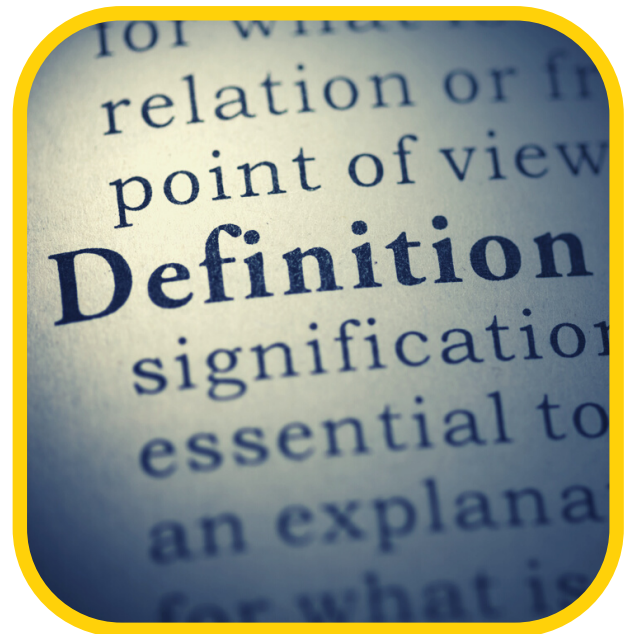
Some of the biggest challenges when talking about generations is the huge amount of fake-stories that are everywhere on the internet, the most popular articles are about how outdated are the older generations and how lazy, rebel and unexperienced are the younger ones.

Even some books on this topic from few years ago are emphasizing on the idea that the conflict between generations is an undestroyable reality that will always create frictions. And yes, that is true, but people have more things in common than differences and a smart team of HR professionals can always create the proper environment for making people thrive, grow and fulfil their true self.



## Correct definitions

The first chapter of our journey will emphasize on the right way of defining a generation in order to really use these concepts properly.



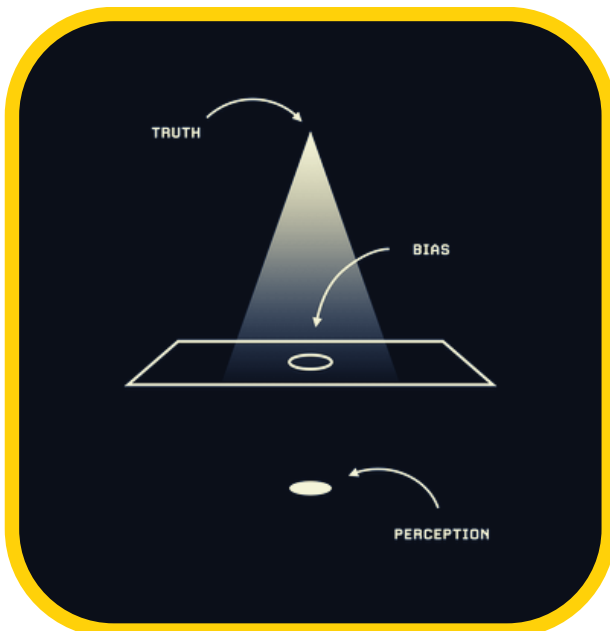
## Generation defintory-moment

We will see how years and intervals do not mean much when discussing about generations, but what happened during these periods do.



## From abstract to concrete

Tools for understanding of abstract concepts – Huyakawa's scale of abstraction.  
Defining notions.



## Biased perceptions

Understanding why we are judgmental about generations, not inclusive and focused on opportunities and strenghts.



## Exploring values

Why values, ethics and morality matter most when trying to make multiple generations prosperously work together?



## Acknowledging the differences

Age versus generation. A very important step during the process of learning about psychological characteristics of human nurture.





# The neuroscience of generations

Different habits, different abilities, different brains. Why neuroplasticity is such a big deal?



## Togetherness

The five golden rules of multigenerational proficient working. Everyone wants their work to matter.



# Thank you!

## **Multigenerational Workforce**

is a learning and development model created by Andrew Beehive Consulting.

The creator of this model is Affiliate of International Values-based Education Trust.



### **Andrei Stupu**

The Trainer.  
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My life mission is education. I am an entrepreneur, business consultant, trainer, coach and researcher. I founded Andrew Beehive Consulting in order to help organisations become more inclusive to generational collaboration and to develop moral education. I create valuable educational designs, innovative learning experiences and inspirational content, based on intergenerational studies and ethical intelligence.