

*Managers,
try this!*

EMPLOYEE ENGAGEMENT ACTIVITY

**GENERATIONAL
PERSPECTIVE
SWAP**



90 minutes

Challenge
generational
stereotypes.



1. Create a criticism-free zone.

- Cozy space without interruptions.
- Snacks and beverages.
- Participants set guidelines for constructive discussion.

2. Divide participants into groups.

- Assign groups ahead or allow people to self-assign so that each group *approximates* a single generation.

3. Give each group the same business scenario.

- Kickstarter ideas:
 - *A project requires overtime, but team members have different expectations about work hours and flexibility.*
 - *A project manager wants to communicate via weekly Teams meetings, but team members disagree on the best way to share project updates.*



4. Gather assumptions.

- Ask each group to write down three assumptions about how a generation *other than their own* might respond to the situation.

5. Discuss how assumptions might hinder teamwork.

- Bring the full group back together and facilitate a conversation to compare how assumptions align with reality.



*Want to engage employees
in more activities like this?*

Let's discuss customized
communication & leadership training
for your business needs.

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