

WORKSHOP AGENDA

Date:

Location:

Generational Talk

- o Understanding and Embracing Generational Differences in Early Childhood Education

Objectives

- o Equip early childhood education professionals with the tools to understand, appreciate, and effectively collaborate across generational differences, fostering a harmonious and productive work environment.

Materials

- o Large poster board or whiteboard for timeline and strengths map.
- o Markers and sticky notes.
- o Handouts with generational characteristics and collaboration strategies.
- o Scenario cards for breakout activities.

Outcome

- o By the end of this workshop, participants will leave with actionable steps to create and nurture a culture that empowers their teams, benefits their work environment, and enhances the quality of education and care provided to children.

Welcome and Icebreaker: Generations in Action (15 Minutes)

- o Activity: *Generational Timeline*
 - Provide a brief overview of the generations likely present in the workplace (Baby Boomers, Gen X, Millennials, Gen Z).
 - Create a timeline on a large board and invite participants to mark their birth year.
 - Discuss generational events and trends that may have shaped their perspectives (e.g., technology adoption, parenting styles, workforce norms).

Understanding Generational Differences (20 Minutes)

- o Mini-Lecture: Overview of generational characteristics relevant to early childhood education.
 - Baby Boomers: Value experience, stability, and a strong work ethic.
 - Gen X: Independent, pragmatic, and focused on work-life balance.
 - Millennials: Team-oriented, tech-savvy, and motivated by purpose.
 - Gen Z: Adaptable, digitally native, and eager for feedback.
- o Interactive Discussion: Share examples of how these traits show up in the workplace, especially in childcare settings.

Breakout Activity: Generational Scenarios (30 Minutes)

- o Setup: Divide participants into mixed-generation groups.
- o Activity: Provide scenarios highlighting potential generational conflicts or misunderstandings in a childcare setting.
 - Example: A Gen Z teacher introduces a new tech tool for lesson planning, while a Baby Boomer prefers tried-and-true paper methods.
- o Discussion Points:
 - What's happening in the scenario?
 - How can each perspective be respected?
 - Propose solutions that leverage everyone's strengths.

Bridging the Gap: Strategies for Collaboration (25 Minutes)

- o Mini-Lecture: Practical strategies for fostering generational collaboration.
 - Embrace open communication—encourage respectful conversations about preferences and expectations.
 - Highlight shared goals—focus on the common mission of providing quality care and education.
 - Leverage strengths—pair experienced staff with newer staff to promote knowledge sharing and innovation.
 - Build flexibility—adapt workplace policies to accommodate generational needs, like tech integration or mentorship programs.
- o Activity: Group brainstorming to create action steps for their own centers.

Team-Building Exercise: Generational Strengths Map (20 Minutes)

- o Activity:
 - On a large poster, create a chart with generational traits as headings (e.g., "Tech-Savvy," "Experience," "Team-Oriented").
 - Ask participants to write how their own generational traits contribute to the workplace.
 - Highlight how these traits complement one another and create a stronger team dynamic.

Wrap-Up and Reflection (10 Minutes)

- o Activity: Participants write down one actionable takeaway they will implement to bridge generational gaps. Invite a few volunteers to share their insights.
- o Closing Remarks: Reinforce the importance of generational diversity as a strength.
 - Provide a handout summarizing the strategies and discussion points from the workshop.

Notes