



Rhabdomancy

ANDREW Dowsett

Intergenerational leadership speaker

Whatever our age, we want much the same things from work. So why can it feel as though we are speaking different languages? The differences we assume are enormous though, and we often act on the assumption rather than on the person in front of us. The gap most organisations try to fix is not the one costing them.

Andrew calls this the generational assumption tax and for organisations it is paid in projects that stall, in knowledge that never transfers, and in good people who quietly leave.

Signature keynote

The Generational Assumption Tax

Five generations at work, and the cost of getting each other wrong.

The antidote came from an unexpected source: Andrew's grandmother, Harriet Weston, who lived to 107 and saw more change in a single lifetime than any five generations currently working together. A natural matriarch and communicator, she never lost the ability to connect with anybody.

Audiences explore:

- Why the generation gap, as most of us describe it, does not survive the evidence
- The generational assumption tax, what it costs and how to stop paying it
- The connected loneliness paradox of modern work
- Five generations at work, and what connects them
- Harriet's H.U.M.A.N. workplace, five practical ways to build a Timeless Team



What event organisers say

"With over 50 of the UK's leading oncologists attending, Andrew's professionalism and preparation gave me confidence the session would deliver real value. He arrived well in advance, delivered a compelling 45-minute session, and delegates took away practical insights."

Sarah Vallance, Head of Physician Services.
Genesis Care Clinical Leaders Conference. July 2026

"Andrew is an amazing orator with the ability to communicate and connect with an audience in a way that is memorable and enjoyable."

Telisha Matthews, Guided Growth Network
Founder and CiC event organiser. August 2025

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On stage:

Keynote:

- Up to 45 minutes, plus Q&A
- Pre-event delegate survey – results presented live to the room
- Social media and press amplification

Half-day masterclass:

- Panel or fireside discussion
- Learner materials and notes

Timeless Team workshop:

- practical workshop facilitation
- Topic deep-dive
- Co-design communications playbook
- Learner materials and notes

Off stage:

Keen preserver & pickler

Signature jam: Raspberry



Traveller & occasional nomad

Countries visited: 65 (So far!)



Master sword maker

LARP sabre specialist



What the room takes away

"Andrew recently delivered an intergenerational workshop for my team. It struck a great balance between practical takeaways and open discussion, and it has helped the team better understand and appreciate different perspectives across generations"

**Jane Shackleton – Head of Marketing,
Circle Health Group. April 2026**

"Andrew provided excellent examples / case studies to better understand his points. It was very engaging."

Marnie, Delegate. February 2026

"Andrew is clearly an expert in his field. He was engaging, approachable and passionate. Interesting, and relevant to my job"

Neil, Delegate. April 2025



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