

Learning & Development Approaches



Whether you are looking to engage your people in best practice when it comes to inclusion and multi-generational working, or if your focus is specifically on recruiting, retaining, and managing older workers, we have something to offer...



E-Learning

Online training allowing flexibility of access at any time. This self-directed method utilises a blend of video and interactive content that guides the learner through the module.

Facilitator led

For multiple attendees. This delivery is available online or in-person, and is an informative and interactive experience where participants engage directly with the facilitator and their peers.



Webinars

Delivered live and recorded to enable attendees the opportunity to replay at their leisure. The format allows for single presenters, interview style, and panel discussions.

Experiential learning

Using drama-based methods to bring the learning to life. Professional business actors and coaches create scenarios that generate discussion and debate, through a blend of group feedback and personal reflection.



Speaker events

We also provide keynote speakers to events being held by organisations who wish to raise awareness of Age Diversity in the workplace, and to improve understanding of the benefits of a multi-generational workforce.

Video

An accessible and powerful way to deliver learning through the use of story and character led films. Uses range from self-directed or in-house led training through to e-learning products or standalone video. We provide a full scale video production service tailored to meet clients' specific needs.



For more information:

info@agediversitynetwork.com

www.agediversitynetwork.com



Consultancy and Advisory services



If you are undecided on your education/training approach, then maybe you should consider our consultancy and advisory service first.

Most organisations want to create a workplace that is free of ageism and one that values the contributions of all employees by creating a culture of respect and inclusivity regardless of age. Fostering a welcoming atmosphere for individuals of all ages can enhance the appeal of your organisation as an 'employer of choice', thereby improving your ability to attract top talent.

However, the biggest challenge is where to start and what you should be looking to do.

A discovery piece of work can reveal a host of issues that can often go unnoticed and is the starting point to provide the roadmap for education and change, and is key to implementing an effective strategy. From an organisation standpoint, conducting things such as surveys and/or focus groups, interviews, and reviewing current practices and results, along with existing data, will provide enough knowledge to formulate a plan for creating a picture of where you are now in your journey and what is needed to help you arrive at your destination.

Typically covering the attitudes and behaviours of employees, current age demographics, hiring processes and practices, knowledge within the organisation on ageism, and the support offered to hiring managers and existing employees. Seeking input from older workers will provide valuable insight into the challenges they face as often they will have different needs.

Many solutions can be implemented to ensure that an older workforce can enjoy just as much as their younger colleagues, but what you implement and why, can make a marked difference to the welfare and well-being of those workers and create untold benefits for the organisation.

A multigenerational workforce where equality is respected creates an organisation that people really want to work for and allows you to retain or capture the talent and experience out there.

Each organisation is different, and the approach is specifically tailored to their needs. Committing to change and understanding the real positive benefits that can be derived for any organisation, is the first step. Implementing change benefits not only employees but employers alike.

Age Diversity Network was founded on the principles of helping older workers who suffer ageism in the workplace and breaking down barriers for those seeking employment, and helping organisations implement and facilitate what they need in order to reap the benefits.

Let us help you to help them!

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