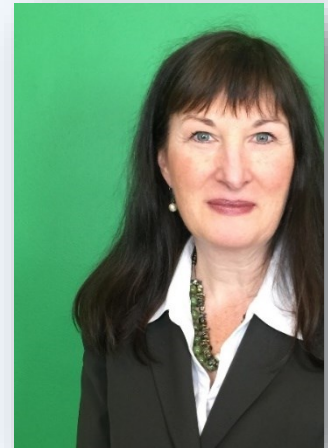


Olivia Mclvor

Culture Enricher, Author & Leadership Development Facilitator

"There isn't anything I haven't seen that you could surprise me with." says, Ms. Mclvor, emphasising that she doesn't wear this as a badge of honour, rather, as a statement that brings her sadness and a driving motivation to be a social change advocate in organizations. Throughout her 32 years in Human Resources, she has witnessed the grief and joy that comes to work everyday in the wake of suicides, divorces, bullying, addictions, mental, emotional and physical illness, and workaholism all culminating to a lack of human civility. The fall out is a lack of individual and organizational resilience and unrest.

And, she will quickly add, she has also seen the power of healing that comes from workplaces that intentionally and tenderly take care of their emotional culture. As a social researcher, educator, author and speaker, Ms. Mclvor no long doubts the power of kindness as a social change strategy to support organizations to get to the root causes of problems instead of only addressing the symptoms.



Olivia is the best-selling author of three books: *Disruptive Kindness: a bold approach to doing things differently* **Four Generations-One Workplace** and *I See You*. As a subject matter expert on five generations gracing our workplaces, she believes that its not our differences that divide us, rather, its our judgments. She ascertains if we can begin to release these divergent views and see the gifts each cohort brings to the workplace that building collaborative relationships and personal engagement will be the natural outcome achieved.

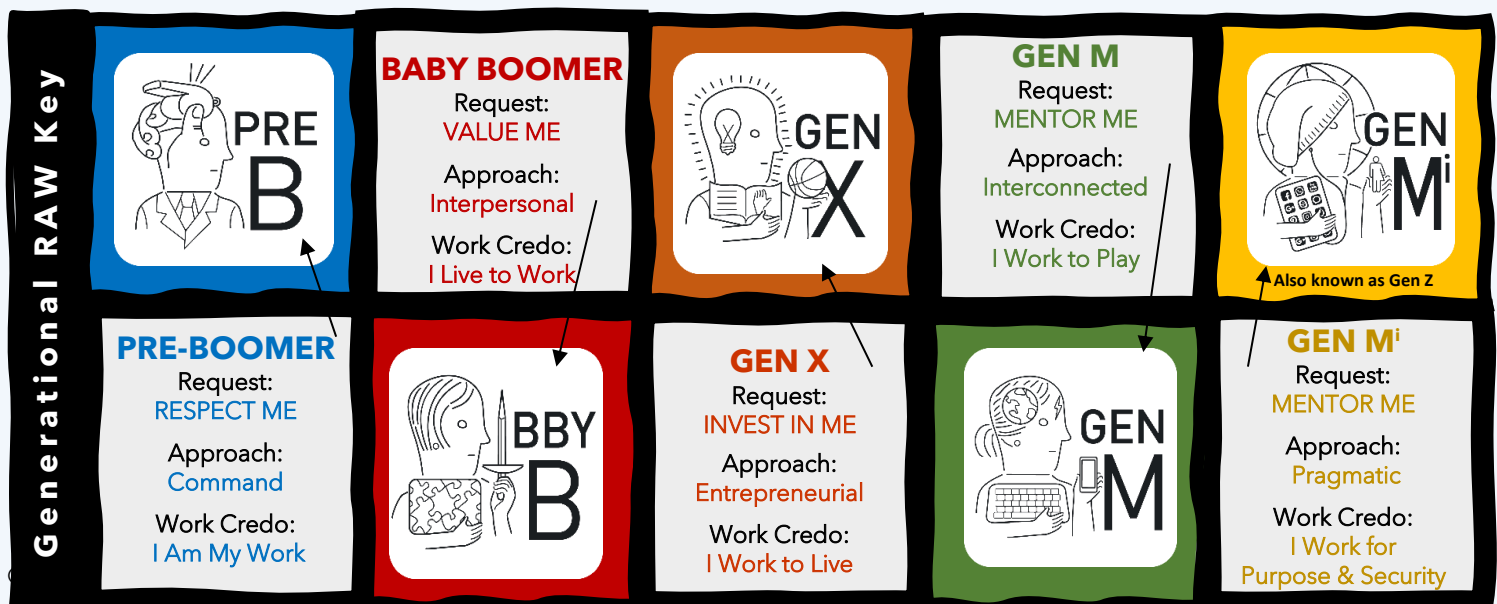
Her work has been embraced by industries including Healthcare, Technology, Education, Retail, Wholesale, Tourism, Hospitality, Law, Financial, Utilities, Oil & Gas, Telecommunication and Manufacturing.

She is faculty at the School of Business at the British Columbia Institute of Technology as well as UBC's Sauder School of Business.

Her Philanthropic work has her serving as the global Director for The Charter for Compassion Education Institute and as an Advisor for the Kindness Foundation of Canada. Ms. Mclvor lives in Vancouver, British Columbia
Visit Ms. Mclvor's LinkedIn profile at: <https://www.linkedin.com/in/oliviamclvor/>

Website: Kindness-speaks.com

Generations in the Workplace



Be Curious. Ask Good Questions. Learn from One-Another



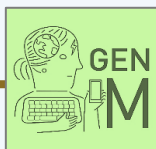
- What was the most difficult issue you had to deal with when you were new in your job?
- If you could go back, what is the one thing that you would change about what you did regarding work?
- What was your biggest accomplishment at work and in life?
- What piece of advice do you have for getting along with people?
- What does meaningful work look like through your lenses?



- What advice do you have for me on how to secure a promotion or have a great career?
- If you could change one thing about your career, what would it be?
- What world events had the most impact on your life and what you believe in?
- What advice do you have for me on building sustainable relationships with my co-workers?
- What do worth ethic, social skills and loyalty look like to you?



- If you could travel 15 years into the future, what would you want to see?
- What really jazzes you about your work?
- What do you need from me to be successful in your role?
- Are there any lateral moves you would like to take to enhance your career?
- If you could pick your schedule, what would be perfect for you?



- What is the best book you read in the last year? What did you learn from it?
- What famous person would you want to go for lunch with and why?
- What drives you crazy here? How would you suggest it be improved?
- How can I make your work more meaningful and fulfilling?
- What is the best way for me to mentor you?



Also known as Gen Z

- How has technology enhanced your life? What does that mean to you?
- What do you feel you need from me to be successful?
- If you had one message to Pre-Boomers, Boomers and Gen X, what would it be?
- How do you like to be rewarded at work?
- What Podcast or Video that you would recommend I watch and why?