



CROSS-GENERATIONAL COMMUNICATIONS

Being able to communicate effectively across various levels in your organization and to your external clients is a critical factor to success. Unfortunately, there isn't a class (or an app) for that – and if there were, it wouldn't address the needs of your specific organization.

Your team is comprised of leaders spanning several generations. The experience and knowledge each person brings to the table is valuable, but the way they interact and communicate can be more effective.

There needs to be a common understanding of perspective and knowledge of what each person brings to the table. Not the general stereotypes about each generation, but the value and depth of each point of view.

We will work with you to create a comprehensive communication plan and approach, to ensure you are reaching all of your employees effectively. That your team, comprised of many generations is engaged and that there is a new common baseline of communication needs, expectations and standards.

COMMUNICATION TRAINING THAT GETS RESULTS

This program is all about results. Being able to effectively communicate is not a choice. Reinforcing stereotypes and biases, or simply ignoring the situation will not lead to sustainable success. We will take your leaders through various exercises to learn the right way to communicate with anyone, regardless of generational barriers.

Our program provides all of your leaders with effective tools and resources to communicate effectively and interact with anyone in any setting. We will also have a lot of fun – understanding where the breakdowns occur, why they happen, and how to get back on track when things have broken down.

While we customize each program for your company to ensure alignment with your culture and HR practices, our Cross-Generational programs tend to include these elements:

- Pre-work evaluation and identification of breakdowns
- MBTI® Assessments and personal reflection
- Communication styles and preferences
- Basic communication style effectiveness adapted from Discovery Insights®
- Role playing of stereotypes
- Best communication practices for various mediums
- Communication strategy creation and action plans
- One-on-one meetings with key talent individuals
- Continued access post-discussions to ensure action plans are being executed

WHY USE US FOR CROSS-GENERATIONAL COMMUNICATIONS?

Being able to effectively reach across several generations, takes a partner on the outside without the pressure or knowledge of biases. While most of the time these types of breakdowns aren't overt, these situations lead to high rates of employee turnover and disengagement. That's where we come in – we work with you to bridge the gap between the various generations delivering proven methods and results.

Our experiences allow for a full-scope change in communication styles and needs – not just the way people communicate, but we help teach the “why” behind ineffective cross-generational communications.

We take the pressure off of you, while ensuring you get results and retain your employees and prevent any future communication breakdowns. We also provide an additional level of accountability and coaching for your leaders to rely on without burden.

[Contact us](#) to discuss your Cross-Generational Communication needs.

Want to Learn More?

Contact us now to discuss your organization's needs and see how this program will work for your company.

Telephone: 970.406.0712
Email: melissa@launchyourjob.com