

# InterGen conversations: Bridging the generational gap in leadership



In the increasing complexity of today's workforce, organisations are facing the challenge of fostering collaboration and understanding across multi-generations.

The disconnect between emerging and established leaders is marked by differing:



1. Communication channels



2. Leadership approaches



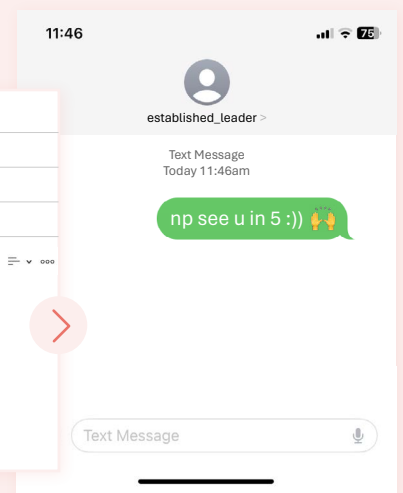
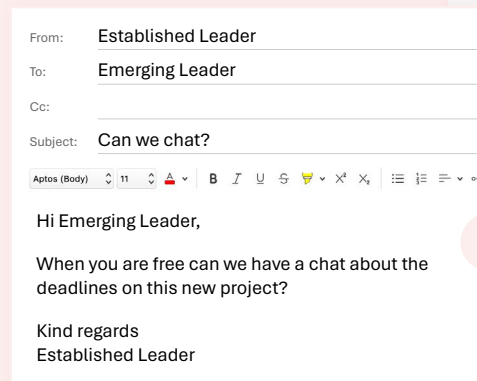
3. Lifestyle expectations

All of which are being exacerbated by generational diversity, technological advancements, and shifting work values.

Many organisations are experiencing the impact of this generational gap through:

- increased complexities
- distrust of leadership
- reduced engagement
- stifled productivity and innovation
- lack of overall organisational success

In 2024, this challenge looms larger than ever, and its impact will only intensify in organisations that fail to take proactive measures.



The Gram InterGen Conversations Program is a ground-breaking program designed to empower leaders at all levels to connect, communicate, collaborate more effectively, and most importantly, appreciate each other's strengths.

With a new lens cast on emotional intelligence, relationship building, and adaptive leadership, our program equips participants with the latest tools needed to thrive in an intergenerational workforce.

Through three comprehensive modules, participants will:



Gain invaluable insights



Develop essential skills



Foster meaningful connections  
across generations



#### MODULE 1



### Connect

- Gain a deeper understanding of emotional intelligence in today's landscape, leveraging self-awareness, social and intergenerational dynamics.
- Cultivate a learning mindset and create an environment of psychological safety where vulnerability is embraced.

#### MODULE 2



### Communicate

- Enhance communication skills, build trust, and forge stronger relationships across generations.
- Explore different communication channels, intergenerational values and learn to adapt your approach for more impactful and more effective conversations.

#### MODULE 3



### Collaborate

- Navigate the evolving landscape of leadership with strategies for delivering personalised leadership experiences while aligning with collective goals.
- Embrace accountability, harness tension, and cultivate adaptability for increased productivity and engagement.



### At the end of this program participants will have:

- Understood the similarities and differences between generations, in the context of future focused leadership
- Quantified the different sorts of quality conversations leaders need to have
- Developed a tool kit for multi-level, multi-generational and multi-disciplined leadership conversations

### Which will enable them to have:

- Greater appreciation and empathy for all generations
- Deeper connections traversing generations, building and increasing trust
- An increase in Quality Conversations leading to more effective outcomes

If you would like to transform intergenerational collaboration and leadership dynamics within your organisation, please reach to us at [hello@gramconsulting.com.au](mailto:hello@gramconsulting.com.au)