**Problem:** Many workplaces now have four generations of employees and constituents whom they serve. While every person is unique, age cohorts often share values and work patterns that affect behaviors. Employers should consider these key questions:

- How can employers create work environments where everyone is valued and collaborates?
- As Baby Boomers prepare to partially or fully retire, how can employers best prepare for that migration and ensure that institutional knowledge is passed along?
- How do employees welcome Millennials into the workplace, train them well and incorporate their strengths?
- Our society fears aging and older adults. What impact does that have on the workplace and how can employers address ageism as workplaces have sought to eliminate racism and gender inequality?

**Solution: Bridges Together’s Multigenerational Workforce: Finding Common Ground**

Bridges Together will help you convene a team for a full-day, on-site training. Invitees might include members of your staff, management and colleagues from other departments. During the dynamic training, your team will identify the strengths and challenges of the various generations in your workplace. Together, you will create a plan to address issues and create opportunities for fostering a more unified culture. Through five follow-up, remote coaching sessions, you will receive ongoing support as you work to unite generations in the workplace.

During the day-long training and remote coaching sessions, team members will:

- Travel through American history to understand how ‘the times’ have influenced and shaped each generation, including character and values in the workplace;
- Learn about human development theories that provide new lenses with which to understand others;
- Create an action plan to unite generations in the workplace;
- Learn about ageism, the ways it is manifested and opportunities to mitigate it.

**For more information, contact us at Info@BridgesTogether.org or 978-793-9650.**