

Generations Smenerations

A.K.A. Creating
Multi-Directional
Learning - Up,
Down, and
Sideways



First, a vent.

Are you as sick of talking
about generations as I am?
Puuh!

Over-exposed, under-
developed!

And we might be missing
our biggest opportunity.



- ⑥ They're retiring.
- ⑥ They're not retiring.
- ⑥ They're taking new roles.
- ⑥ They don't want the new roles.
- ⑥ EVP (Employee Value Proposition) Differs.

What's at the Core

- Time
- Informality
- Openness
- Utility
- Translation



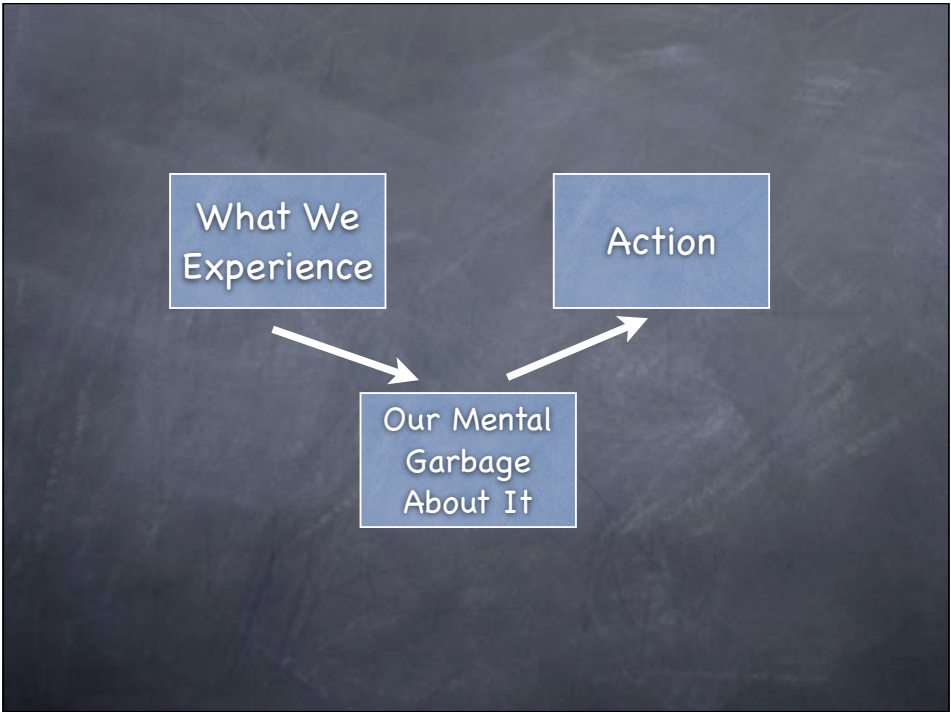
“In the person who is open to his experience, however, every stimulus, whether originating within the organism or in the environment, would be freely relayed through the nervous system without being distorted by a defensive mechanism.”

Carl Rogers, “The Concept of the Fully Functioning Person”

What We
Experience



Action



Teach Active Constructive Communication



From "Flourish" by Dr. Martin Seligman

Help People Fall in Love

Show, don't teach.

Example - "The
Workplace Electric"



Create a Diverse Trainer Community

- ④ When we are in the role of facilitator/teacher, we listen differently.
- ④ Pull versus push.
- ④ Let them create and drive an interesting informal curriculum.



Create an Environment of Co-Coaching

- Peer coaching.
- Highly imperfect and amazing.
- Goal is to help - but not to share beyond the point of contribution.



"Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has."

Margaret Mead

Embed It Everywhere

- Build multi-directional connections in a million different ways.
- Classes, materials, lunch room "how to's."
- Project roles.
- Bulletin boards, newsletters, blogs.
- Make it easy for all.



Multi-Directional Learning

- Comes from connection,
- Comfort,
- And consciously caring.

