



Dealing with Differences: Diversity & the Generation Gap at Work



Wednesday, February 10, 2010, at the UVa Richmond Center, 8:30 am–3:30 pm

Program Preview

Dealing with Differences: Workforce Diversity

What is diversity? How does a diverse staff benefit you and your organization? The answers are key to creating an inclusive work environment where all employees have the opportunity to realize their potential.

During this class, you'll examine your own perceptions and discover how they contribute to or work against diversity efforts. You'll learn appropriate responses to negative and improper comments directed at you and at others. You'll examine stereotyping and how it can lead to unkind treatment towards some staff members.

This class will help you to

- ▼ define diversity
- ▼ recognize all aspects of diversity (it's not just race- or gender-based)
- ▼ determine your personal worldview
- ▼ develop strategies for a more inclusive work environment

Dealing with Differences: the Generation Gap

In today's workplace it is common to have several generations—as many as four—working together. It's no longer unusual for a 20 or 30 something to supervise a 50 or 60 something. Generational differences exist on many levels: from etiquette, language, and dress to values, skills, and work styles. This diversity can be a source of conflict or of cooperation, depending how it's managed.

At the completion of this workshop, participants will be able to

- ▼ identify key characteristics of the 4 generations at work—Traditionalists, Baby Boomers, Gen Xers, and Millennials
- ▼ recognize what motivates each generation
- ▼ develop approaches to improve communication among the generations
- ▼ use techniques to turn generational differences into positives

New Online Registration!

Please call Chris Johnson at (804) 371-0202 for your account password then you can register online at <http://www.coopercenter.org/customer-portal>

About the Trainer

Jim Einhaus is a learning consultant for Chesterfield University with over 25 years of experience in employee development. He teaches a variety of classes in the university's schools of Leadership and Personal Effectiveness and Quality and Continuous Improvement. As a board member for the School of Leadership and Personal Effectiveness, Jim oversees the school's leadership certificate programs for employees and supervisors.

Jim's career includes many years in the private sector in curriculum development and training in management and organizational improvement; leadership assessments; and diversity and inclusion. He is a certified facilitator for the Myers-Briggs Type Indicator® and The 7 Habits of Highly Effective People. Jim has a B.A. and an M.A. (in clinical psychology) from Xavier University.

Who Should Attend

Employees at any level who interact with a diverse staff.

Program Details

Date & Time

Wednesday, February 10, 2010, 8:30am – 3:30pm

Location

U.Va. Richmond Center
2810 N. Parham Road, Ste 300, Richmond, VA 23294
804/662-7464
<http://www.scps.virginia.edu/Richmond>

Travel Directions

Visit: <http://scps.virginia.edu/maps/ridirections.htm>

Cost

\$100 includes lunch. Payment or PO# must accompany registration

Discount

Send three, the fourth is free—For every three registrants from the same organization, the fourth person can attend at no cost. (All registrations must be submitted together.)

Cancellation

A \$20 fee will be charged for cancellations prior to February 3. After that date registrants will be charged the full registration fee.

Questions?

Contact at (804) 371-0202 or email chrisj@virginia.edu

Registration Form

Please submit only one name per registration form.

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Name _____

Title _____

Locality _____

Address _____

City _____

State _____

Zip _____

Phone _____

Fax _____

Email _____

Please indicate any special dietary or physical needs.

Make checks payable to: *Virginia Institute of Government, U.Va.*

check enclosed

check to be mailed

PO # _____

Fax registration form to (804) 371-0234 or mail to

Virginia Institute of Government, U.Va.

700 East Franklin Street, Suite 700

Richmond VA 23219

Attn: Chris Johnson



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