

**Justice Institute of British Columbia
Centre for Leadership and Community Learning**

Course Outline

Division: Centre for Leadership and Community Learning

Program: Individual Management/Leadership Electives

Course Code: MGMT 156

Course Title: Leading and Managing the Generations in Today's Workplace

Course Effective Date:

Previous Course Code and Title:

Course Hours (face to face): 14 hours

Pre-requisites: None

Delivery Method: Classroom Instruction

Brief Description:

This interactive 2 day course will provide managers with tools on how to best manage and lead members of the four generational cohorts currently in the workplace. Through short lectures, individual and small group activities participants will be introduced to the lens which each of the cohort view their current corporate world. With that information there will be activities and case studies to explore the best management and leadership practices to fully engage the members of all the generations.

Learning Outcomes / Goals:

Help participants understand the importance to develop both leadership and management competencies to effectively engage the four generations in today's changing workplace.

Learning Objectives:

- » Learn about the unique characteristics of the four generations in today's workplace
- » Investigate the management competencies required to engage each of the generation cohorts

- » Explore the difference and interconnection between strategy, change, transition and communication required to effectively lead in your constantly changing organization
- » Define the leadership work required to keep the four generations engaged in today's dynamic business climate

Instructional Methodology:

Course methodology is a combination of leader led lecturettes, small group, large group and individual work. There is a focus on the participants' workplace and action plans are created through out the two days which can be taken back to be implemented.

Course Topics / Content:

Characteristics of the four generations in the workplace

- Traditionalists
- Baby Boomers
- Generation X
- Millennials

Management skills in today's work environment

Leadership skills in today's environment

Linking management and leadership skills to the generational needs

Evaluation Methodology:

- 100% attendance
- Full participation

Textbooks and Resources:

- Workbook will be handed out the first day

Instructor Biography:

Kathi Irvine is the principle of KLI Associates and a core consultant with Sundance Consulting Inc. She is an accomplished business advisor with a strong focus both on team interventions and individual development. Kathi has 15 years of corporate leadership experience with extensive background in facilitating leadership and communication programs, leading change and improving employee effectiveness.