



3G FORCES IN THE WORKPLACE

CTR FACTOR – TRAINING & DEVELOPMENT

Does your organization and its employees have a monocultural mindset, in which they are in denial mode, where they miss differences, or in polarization mode, where they judge differences? Or, do they have a multicultural mindset, in which they are in acceptance, where they deeply comprehend differences, or adaptation, where they bridge across differences? Or are they in between, in minimization mode, where they de-emphasize differences? What are the implications and how can they improve? Traditional views of gender differences in leadership styles and thinking focus on how women are different than men. This session looks at feminine and masculine aspects of all of our personalities, irrespective of gender, and how to switch modalities depending on the situation. For example, emphasizing the more feminine tendency towards risk-aversion when it comes to investment decisions, but being more risk-prone on career pathing. There are 3 generations in the workplace today, and they are all different from one another. How do we recognize these differences, account for them in how we interact with one another, and adjust our expectations appropriately? This can have huge impacts on team effectiveness and on employee recruitment, engagement, and retention. For example, millennials tend to focus on earning respect through expertise, X-ers through influential roles, and baby boomers through tenure and seniority.

LEARNING ELEMENTS:

The workplace is subject to 3G forces today – Global, Generation, and Gender – as a result of demographic trends.

- America will be a majority minority country in terms of ethnicity and race by 2044
- Millennials are now the largest working generation
- Women are now exceeding men in the talent pipeline of college graduates

Leading and working in this environment will take a different kind of professional – one who understands how these constituencies are different and similar, and is adept at adjusting their approach inclusively to those variations so that the potential in this diversity is maximized.

This course addresses the business case associated with these demographic trends, and how to capitalize on their strengths and styles with appropriate and relevant strategies.

