

The generation glasses: look differently at your colleagues

Each generation looks different. Education, the moment we live in, and past experiences color the glasses from which we look at work. When teams and organizations set up the generation glasses, opportunities opens up for dialogue, respect and cooperation between all generations.

Description

In this project, generations are the breeding ground to talk about diversity in organizations and teams. Through understanding differences and similarities, we want to make the organisations aware of the strengths of each generation. This project aims to promote the understanding, interaction and cooperation between generations.

Four instruments have been developed for the realization of the objectives, briefly described below:

- 1) SCAN WISE is both a descriptive statistics on the distribution of generations organizations staffing variables such as position, department, level, employment ... On the other hand a recruitment questionnaire was developed on work-related attitudes. The instrument provides a first awareness around generations and functions as an introduction and warm up for the other instruments.
- 2) ENERGISE consists of scenarios and supporting (didactic) material for interactive workshops in teams and organizations. In these workshops, the knowledge that generations from on there own (work) experience is cental. By explicating and sharing this knowledge with the other generations, it creates a better understanding and communication.
- 3) HR-WISE provides a number of tools that analyzes existing policies and develop a more differentiated and generation conscious organization and HR policy with the aim to keep employees sustainable and employable from all generations and life stages.
- 4) BE! WISE brings the experiences of the project into a website. Testimonies and best practices of key partners gives a realistic view of the opportunities to work with generations.

Where can I find the instrument?

www.generatiebril.be

generatiebril@hogent.be