

Impact Webinar Series – Leading the Generations

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Diane Thielfoldt, co-founder of The Learning Café and a learning strategist, is a woman of many talents. She acquired them during her corporate career with McGraw-Hill, TRW, Bausch & Lomb, and Xerox. She held leadership roles in sales, marketing, communications, and learning design, development, and delivery during her tenure with those companies. Her talents were further honed after she co-founded The Learning Café, where she specializes in designing and developing training for the four-generation workforce, the changing workplace, leadership, and engagement.

An accomplished workshop facilitator and engaging speaker, Diane has educated hundreds of managers on practical everyday actions that contribute to a motivated, engaged workforce. She has also helped hundreds more start to bridge the generation gaps in their workplaces. Along with Devon Scheef, The Learning Café co-founder, Diane has co-authored a wealth of articles, book chapters, white papers, and podcasts.

Diane holds an undergraduate degree and a graduate degree from Pennsylvania State University. She is qualified in the Myers-Briggs Type Indicator and a wide variety of testing and assessment tools, including 360 Degree Feedback.

Session Description:

You're moving quickly, but are you moving fast enough? If you're keeping up, you know that there are four - about to be five - generations of employees in the workforce: silents (1933-1945), baby boomers (1946-1964), gen X (1965-1976), and millennials (1977-1998).

Multi-generational leadership is not just a fad, it is an essential. Providing leaders with skills and tools to successfully lead across the generations is the new core, critical element for forward-thinking organizations.

Four generations of employees working shoulder to shoulder, cubicle to cubicle, network to network across the globe; today's workforce is a very different workforce than in the past. There is a strong belief that the younger generations of the workforce, gen X and millennials are different from the generations that preceded them – the baby boomers and the silents. There are many reasons to declare that there are differences. You probably notice subtle changes every day – differences in work ethic, communication styles, career outlook, expectations of bosses, retention factors, or what keeps people engaged in their work.

While this generational mix has potential for conflict, misunderstanding, and even resentment . . . there are huge opportunities for productivity, creativity, knowledge sharing, and strategic advantage.

The purpose of “Leading Four Generations” is to focus current and future leaders on what they can do every day to create productive, energized, and engaged workplaces for a multi-generational workforce. This includes practical advice, skills, and tools that leaders need to successfully navigate a four generation workplace.

Join us to learn multi-generational leadership essentials:

- Awareness: the impact of headlines, shifting demographics, and population trends;
- Appreciation: the four generations in the workplace and the forces that shape their preferences, attitudes, and behaviors and the unique needs associated with each generation; and
- Action: practical ideas to recruit, onboard, coach, engage, and retain each generation.