

BOOSTING INTER-GENERATIONAL PROGRAMMES AND INITIATIVES

INTERMEDIATE
QUESTIONING CONCEPTS

 **INTERFACE**



SKILL ADDRESSED:

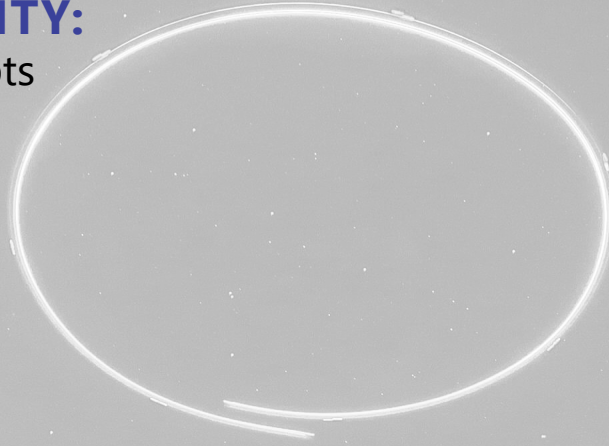
Boosting inter-generational programmes and initiatives

LEVEL OF CHALLENGE:

Intermediate

TITLE OF ACTIVITY:

Questioning concepts



INTRODUCTION TO THE SKILL

Questions are the driving force behind knowledge and understanding. They go beyond mere inquiry, challenging existing ideas and assumptions. By questioning concepts, we gain new perspectives, deeper insights, and innovative solutions. It's a journey of exploration, curiosity, and self-discovery, empowering us to challenge the status quo and refine our understanding. With scepticism and curiosity, we embrace continuous learning and uncover hidden truths. Delving into the skill of asking insightful questions, we recognise their impact on problem-solving, decision-making, and personal growth.



THE CHALLENGE

The human resources department within your company has announced that it wants to implement a new mentoring programme based on reverse mentoring. However, there is a lot of confusion and misinformation regarding this concept and mentoring and more senior employees began to say they are against such programme as they believe it will contribute to age-based discrimination (ageism) because they are being seen as the only ones who need training. You understand that the value of this concept for your company needs to be clarified if all generations of employees are to take part on the new mentoring programme and decide to act.

You decide to do some research and do some digging into the subject, and you find the following article:

It's time to get rid of reverse mentoring.

In a culture where continuous, on-the-job learning for all ages is encouraged, the term "reverse mentoring" is archaic and potentially damaging. But why is this the case?

With a multigenerational workforce being the norm nowadays, does the term "reverse mentoring" have a place within it? The first article mentioned above talks about "the alliance between juniors and seniors" – should we not already be working in alliance?

Charles Goff-Deakins. It's time to get rid of reverse mentoring. July 31, 2018.

STRUCTURE

To clarify both concepts and reflect on their impact you have to follow five key steps:

1. Read the full article of Mr. Charles Goff-Deakins here: www.hrzone.com/lead/change/its-time-to-get-rid-of-reverse-mentoring.
2. Search for an article that presents a different approach about the concept of reverse mentoring.

Here are some useful links:

- [Reverse mentoring: Connecting a multi-generation workplace](#)
 - [Why Reverse Mentoring Works and How to Do It Right](#)
 - [Reverse Mentoring](#)
 - [A guide to reverse mentoring and how can it benefit your team?](#)
 - [Reverse Mentoring: A Complete Guide to Getting it Right](#)
3. Summarise both articles' main opinions in a pros and cons table using bullet points for the main ideas. Focus on, at least, three main aspects.
 4. State your thoughts on the subject: what is your opinion about it? To which article do you relate to more and why?
 5. Decide on how you will present your ideas to your colleagues. Do not just present it, convince your audience of what should be the best strategy to adopt to have a mentoring programme that effectively promotes knowledge sharing between all employees.



Here are some links:

- [Presenting your findings](#)
- [What are some tips to make your research findings more engaging and memorable?](#)

DEMONSTRATION AND EVALUATION

After completing this activity, learners can demonstrate that they understand the difference between mentoring and reverse mentoring and that they can reflect on which extent these practices might be valuable in their workplaces, particularly to boost inter-generational learning.

Additionally, learners might also reflect on the following questions:

1. Can anyone be a mentor?
2. What does it take to be a mentor?
3. Are only older people the target of age-based discrimination?
4. Can reverse mentoring effectively help tackle ageism in the workplace?

Want to test your acquired skills? Take the following quiz: [[link to final assessment quiz](#)].





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