

**UNDERSTANDING THE CONCEPT OF
INTER-GENERATIONAL LEARNING**

INTRODUCTORY

**THINKING ABOUT AN INCLUSIVE
WORKPLACE ENVIRONMENT**



SKILL ADDRESSED:

Understanding the concept of inter-generational learning

LEVEL OF CHALLENGE:

Introductory

TITLE OF ACTIVITY:

Thinking about an inclusive workplace environment



INTRODUCTION TO THE SKILL

A mentor is a trusted adviser, an experienced individual who gives counselling, support, and guidance to someone less experienced in a set of skills – the mentee. The relationship between the mentor and the mentee is known as mentoring. Mentoring relationships are focused on personal and professional development and in the context of inter-generational learning in a workplace context this means encouraging and empowering all generation employees to build trust and exchange knowledge.

Through the following scenario, learners are able to address their basic understanding of inter-generational learning by preparing a document with the benefits and disadvantages of having a mentoring programme to boost relations and knowledge sharing between different employees' generations, thus contributing to the creation of an inclusive workplace environment. The objective is to introduce the learner to the basics of mentoring.

THE CHALLENGE

Participating in a seminar about human resources management, the CEO of your company heard that organisations must ensure that they are adapting to provide different generations in their workforce the right conditions they need to properly do their job and respond to the different challenges they may face. In that seminar, topics like lifelong learning and inter-generational learning were approached. The CEO realised this could be something to adopt to improve the relations between employees, as well as an opportunity to review the company's internal training programme.

You are called to a meeting and debriefed about that seminar and are asked to prepare a document with the benefits and disadvantages of having a mentoring programme based on inter-generational learning to boost relations and knowledge sharing between different employees' generations. You leave this meeting with one question in your mind: is an inter-generational mentoring programme a good or a bad idea for my company? Since you have never considered this, you will start with the basics to prepare the document you were asked to do.

STRUCTURE

To prepare your document you will have to follow the following 5 steps:

1. Watch the following video to get in touch with the concept of inter-generational learning through a real-life example: www.youtube.com/watch?v=0rC1gBxNNHk.
2. Research for three companies that have their own inter-generational mentoring programmes, to learn more about what others are doing and what has been the overall feedback.
3. List, by using bullet points, the main benefits and, if applicable, the disadvantages of each inter-generational mentoring programme from the three companies.
4. Based on this, summarise your ideas and draft a memorandum (maximum 1 A4 page) where you briefly explain in what ways an inter-generational mentoring programme could support your company's effort to provide a more inclusive workspace for different generations. To do that, make sure that you revise the following:
 - What is the definition of inter-generational learning?
 - What type of skills are usually associated with each generation?
 - In what ways such a mentoring programme might benefit my colleagues?
5. Organise and keep a list of the resources (e.g., articles, texts, links) used to complete these steps, as you might want to look at them later.



DEMONSTRATION AND EVALUATION

After completing this activity, learners are able to demonstrate that they have gained basic knowledge on inter-generational learning as a way of promoting an inclusive workplace context. This is done by preparing a document (memorandum) with the benefits and disadvantages of having an inter-generational mentoring programme to boost relations and knowledge sharing between different employees' generations in their company.

Additionally, learners are also expected to reflect on the following questions:

- Am I willing to become an inter-generational mentor or mentee?
- In what skills do I perform best that are relevant to teach to other generations?
- What skills I may be lacking and to whom should I seek council within my company?
- How can an inter-generational mentoring programme improve generational inclusion?

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





INTERFACE



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