

Title of assignment for mentoring	How to put on a "positive sunglasses" - best aspects and opportunities of a multigenerational workplace
Development Area:	The development area of this assignment is to have a "positive sunglass" on multigenerational workplaces. By collecting fruitful cases the acceptance and positive attitude on multigenerational situations could be developed in the participants of the mentoring, or in their close working environment. It is of high importance to understand and appreciate the multigenerational aspect at workplaces, real life examples are a great help to it.
The Practical Assignment brief:	Focusing on real life cases when the multigenerational aspect was a great help or source of prosperity for the company or for a sub-division is fostering a better understanding and acceptance of a multigenerational workplace. Junior mentors/mentees - if they haven't got such examples - are asked to think of real-life examples where the company would have the opportunity to benefit the different generations present at the same company/ group/ division.
The Practical Assignment should allow to develop and apply skills in:	<ul style="list-style-type: none"> • detection and evaluation of events, • analysing company proceedings, situations, • active listening, • innovation and creativity,
The Practical Assignment should allow to further develop and apply knowledge of:	<ul style="list-style-type: none"> • recognising positive outcomes, • review and analyse past activities, • active listening, • presentation skills, • creativity and strategic thinking
Task description:	The pair or small group works on the assignment in 3 steps. 1. They recall company or sub-level success stories that involved workers of two or several generations, each 1 or 2 cases. In case of not having real cases, they check the company success history. 2. They analyse in these cases what was good, how the different generations contributed to the success. 3. After the discussion they brainstorm about new, presently emerging situations where intergenerational aspects could have a great added value for the company/subdivision/group.
Materials to be used:	company success history of last 3-5 years (if available)
Recommended timeline:	From one to two sessions, covering 1-1,5 hours
Keywords:	Positive, cases, multigenerational, advantages

