



**THE CITADEL**  
EXECUTIVE LEADERSHIP  
ACADEMY

# Citadel Leadership Workshop

## Connect & Thrive: Boosting Employee Engagement Across Generations

The workforce of today is comprised of five generations, how does one lead effectively across these groups? In this workshop, participants will learn about the different generations and review the strategies for creating a psychologically safe environment supporting employee engagement. Participants will walk away with tools for creating an effective multi-generational team and workplace.

In this workshop, participants will learn about the different generations and complete an assessment to identify which generational values they most closely identify. We will review the strategies for creating a psychologically safe environment that can support employee engagement. A framework for working effectively with employees of different generations and an approach to anticipating the needs of employees will be shared. Participants will learn how to create a safe and trusting environment that results in an effective multi-generational team and workplace.

Participants will engage in experiential learning, active discussion, personal reflection, and action planning while networking and developing relationships with others who want to support one another's success.



### By the end of the workshop, participants will leave with:

- Knowledges of generations: age range, significant cultural experiences, common values, assumptions, and expectations
- Approaches for creating a psychologically safe workplace
- Ability to predict potential differences across generations
- Strategies for leading and engaging employees across the generations
- Tools for creating effective multigenerational teams

**Audience:** Professionals in a leadership role, individual contributors and those seeking to become more effective leaders

**Duration:** The session will take place, from 9:00am-3:00pm on May 15, 2025 on The Citadel campus. Lunch and light refreshments will be provided as well as all materials including a copy of *The Real Differences Between Gen Z, Millennials, Gen X, Boomers, and Silents-and What they Mean for America's Future*. Jean M. Twenge, 2023, Atria Books.

**Cost:** \$300. A discount of 10% is provided to organizations who send 3 or more participants to a session.