



Session III B, July 24-26, 2017

38. Generational Identities: An Intersection of Here and Now (or Then)

Each generation brings an intersection of identities into the workplace. Increasingly, the difference between a team that clicks and a team that clashes depends on the organization's ability to create an inclusive community that explores the complexity of cultural identities, one of which is generational. Today there are four generations at work with each one puzzling about the most appropriate way to foster collaboration and create a congenial team that gets the job done. Stereotypes abound. How do national, racial, geographical, political, or gender identities inform our generational realities and values? Are the generational issues in the U.S the same as the ones in Europe, Latin America, South Africa, or the Middle East? Join us as we explore the complex intersections of cultural and generational identity and focus on practical and relevant approaches that you can apply at work and in your communities to strengthen intercultural communication. This session will be structured as a facilitated group dialogue to explore generational and cultural identity in the workplace. You will be engaged in activities that you will be able to replicate in your own work as a facilitator, trainer, or team leader.

Designed for: Trainers, educators, managers, HR professionals, consultants, coaches, D&I leaders, international education program professionals, counselors, community and social justice activists, and other intercultural practitioners who wish to enhance their understanding of cultural and generational identities and strengthen their skills in addressing these issues.

Workshop Objectives:

- Explore the nature of intersectionality (interplay of multiple identities relevant for each person)
- Learn about identity development from theoretical and practical perspectives
- Examine cultural realities of generational differences and their effect on workplace interactions
- Understand yourself as a cultural/generational being and gain insights into the effect your identities have on your interactions with others
- Expand and strengthen your professional skills by learning a variety of new tools and concepts
- Create an action plan relevant for your professional role in order to apply your workshop learning to workplace practice

Learning Activities:

- Participation in a variety of experiential activities
- Presentations and group discussion
- Storytelling
- Structured self-exploration and personal reflection
- Skill-building for addressing generational and cultural differences in various settings
- Group work that addresses specific strategies for various intercultural audiences



Tatyana Fertelmeyster is the founder and principal of *Connecting Differences LLC*. She provides intercultural communication and diversity training to corporate clients, educators, and mental health professionals both nationally and internationally. She specializes in teaching facilitators how to facilitate trainings, meetings, and other group processes. As a Licensed Clinical Professional Counselor, her professional experience includes providing resettlement services to refugees and counseling to individuals and families going through cultural transitions. Tatyana is a co-author of *Cultural Detective® Russia* and a master trainer of facilitators for *Cultural Detective®*. She also co-authored the *Trainers' Guide for Working with Pre-literate Populations*. Tatyana is a Past President of *SIETAR USA*.

Kelli McLoud-Schingen is president of *KMS Intercultural Consulting, LLC*, specializes in global diversity and inclusion, social justice and healing racism. She has facilitated diversity and inclusion workshops for educational, non-profit, government and corporate institutions in the U.S. and internationally since 1989. Kelli is a certified professional mediator, co-author of the *Cultural Detective: African American®* and a past president for *SIETAR USA*.



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