



Help the Wisdom of Five Generations Converge

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"We will soon have five generations in the workplace at once" says Jeanne Meister, co-author of **The 2020 Workplace**. This presents a challenge for company leaders because workplace research has demonstrated that each generation of workers has specific work preferences and personal value systems. According to an article in **Forbes** magazine, generational preferences impact the tools and practices workers need to interact. The current mixed multi-generational environment presents a major diversity challenge. According to Meister, the median age of US workers is 36.7. In emerging markets, such as China and India, the median worker age is closer to 26.

About the Millennials



Millennials expect their work environment to encourage them to use collaboration tools. They also value face-to-face interaction and seek open, dependable work communities where knowledge is shared.

Generation Y, also known as the Millennial Generation, are the demographic cohort entering the workforce following Generation X. The Millennials are the people born between the early 1980s and early 2000s.

By 2015, the oldest of these Millennials will be 35. Some will be holding positions in middle management, and others will even be members of executive leadership teams. Millennials expect their work environment to encourage them to use collaboration tools. They also value face-to-face interaction and seek open, dependable work communities where knowledge is shared, the pace is rapid, and new ideas are openly sought.

When Millennials are running the world, in ten to twenty years, LSP and other tools that support collaboration will likely be common place. Innovative companies will want to get a jump-start on this emerging trend. Using LSP in today's workplace can help multigenerational teams learn to value each other's perspectives and points of view. In addition, it can help seasoned workers engage, mentor and build the confidence, and value the insights of these emerging leaders.

[Read more about the Millennials](#)

Creating understanding across generations outside the workplace



Over the past couple of years, there has also been a growing interest in using LSP across generations within the same family.

Example 1: The opening session of the Leadership Forum of Silver Bay, an annual conference dedicated to purpose-driven leadership, was inspired by the LEGO SERIOUS PLAY methodology. The attendees, primarily senior male



Lessons Learned: The LEGO SERIOUS PLAY methodology is a common language for ALL - including children as young as age 5. And through this methodology, children can share thoughts and insights that are often both wise and profound, wisdom far greater than we normally attribute to their chronological age. It is exciting that we can always learn, even from our children!

executives in their 60s and 70s, attended the Forum with their entire family. The LSP workshop thus included multiple generations of the same family. One of the building challenges was "Build what leadership means to me, personally." The question was intentionally open-ended so it could be answered by all participants regardless of age. After the program, the executives shared story after story of how they were surprised at the wisdom and insight voiced by their wives and children. (It is a bit sad it took LSP to make them realize this!)

Example 2: At a summer camp for gifted and talented children and their parents, part of a week long program was a day working with LEGO SERIOUS PLAY. Families had the opportunity to work on shared dreams for the future. A workshop group typically included two parents and two to three children between the ages of 5 and 15. The families worked on different dreams selected through a LSP based process. Dreams conceptualized included "A better day-to-day life for our entire family", "Our next vacation together", "The ideal weekend together".

Calendar of Events



Ferrara Italy March 20 - 23

4 days to explore Heritage with LEGO at Restauero, the trade fair for the Art of Restoration and Conservation of our Cultural and Environmental Heritage.

[About Restauero](#)

[About the LEGO SERIOUS PLAY connection](#)

Interested in becoming a LEGO SERIOUS PLAY facilitator? [View the up-to-date schedule for 2013](#)

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Rasmussen Consulting I/S specializes in using the LEGO SERIOUS PLAY methodology to effectively harvest an organization's collective intelligence to enhance strategic behavior for better and faster decision- making. We are based in Denmark with offices in US, Japan and Singapore. www.rasmussenconsulting.dk.

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