

SUPPORT YOUR TEAM!

10 tools to help business owners, managers and supervisors encourage innovative and passionate employees

TOOL 9 of 10

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Balancing *act*

GET THE INFO

As a manager or supervisor it is essential that you understand how to effectively balance the ideas and attitudes from different generations and cultures within the workplace.

Gaining a greater understanding of how to manage across cultures and generations is the best way to ensure that you create successful teams and foster productive working relationships.

Feeling overwhelmed? Consider asking your employer for some training, doing some research or talking to experienced colleagues. Multi-cultural and multi-generational workforces are a hot topic right now so make sure you are in the know!

Google this: *mentor relationships*

There is no "I" in TEAM!

Creating an effective team is key to achieving workplace success. As simple as it sounds, it is crucial to encourage the concept of working together in order to achieve company goals.

In order to enhance the effectiveness of your team consider creative ways to inspire support, cooperation and collaboration. Focus on exercises that allow each team member to feel valued.

TOOL OVERVIEW

Why don't workplace teams seem to be getting along? How come there is always arguing over the right way to do things? You need to consider that different cultures and generations do things differently. Not to worry, with the right focus this is a great way to set yourself apart from the competition.

Consider this...

Embrace **mentorship** in the workplace and encourage your team to gain insight and advice from their peers. Better yet, pair people from different generations or cultures together so they are able to gain greater insight. **Not a lot of spare time for a formal program? No worries!** Why not suggest a monthly lunch date or a weekly coffee break to connect. Give it a little time and you may be surprised at the growth that transpires among all involved.

Food for Thought

Understanding differences in the workplace can go along way in establishing a **competitive advantage**. Think of something that makes your team **unique** and run with it!

BUILD THE TEAM



Want more? Check out these great reads!

Managing the Generation Mix: From Collision to Collaboration by Carolyn A. Martin and Bruce Tulgan

View it online @ <http://www.amazon.ca/Managing-Generation-Mix-Collision-Collaboration/dp/0874256593>

Quick Team Building Activities for Busy Managers by Brian Cole Miller

View it online @ <http://www.amazon.ca/Quick-Team-Building-Activities-Busy-Managers/dp/081447201X>

Google this: *team building exercises*

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