



Developing a Successful Multi-Generational Workplace

As Millennials enter the workforce in growing numbers, the need to ensure effective intergenerational communications and teamwork is essential to the success of your business goals. Studies reveal characteristics about this emerging generation that present both opportunities and challenges. Business organizations need to understand this research and apply it in a practical, useful way.

Based on years of workplace research and facilitated by thought leaders in the field of workforce effectiveness, the **Boston College Center for Work & Family** has developed a customized Executive Education program addressing the multi-generational workplace. This program is designed to result in successful inter-generational teamwork and promote continued institutional excellence.

Workshop Learning Objectives

- **What are today's specific generational challenges (and why are they different than in previous times)?**
- **What effective strategies can be employed in recruiting and retaining Millennials?**
- **Why is it important for Millennials to be ready to assume leadership positions sooner than in prior generations – and how can this be accomplished?**
- **How can you strengthen intergenerational teams to ensure institutional excellence?**

Attendees will receive relevant research on the Millennials as well as copies of two Boston College Center for Work & Family Executive Briefings:

- *Creating Tomorrow's Leaders: the Expanding Roles of Millennials in the Workplace*
- *The Multi-Generational Workforce: Management Implications and Strategies for Collaboration*

All workshops are interactive and will be customized for your workplace, and the number of total participants.

- **On-site workshops can range from 2 hours to a half-day session**
- **Each session can include up to 30 attendees**
- **Initial sessions are offered separately for managers and employees with the opportunity to bring the participants together to develop a customized *Blueprint for Success***

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Instructor: Lauren Stiller Rikleem, a nationally recognized expert on developing a thriving, diverse and multi-generational workforce, is the Executive-In-Residence at the Boston College Center for Work & Family.

Lauren launched the Rikleem Institute for Strategic Leadership to help businesses and other organizations create a culture where their professionals can advance and flourish. She brings to each engagement more than two decades of experience as a law firm partner, mediator, and professional and community leader. Lauren is the recipient of numerous awards and has been listed in *Best Lawyers in America* for twenty years.

Lauren is the author of *Ending the Gauntlet: Removing Barriers to Women's Success in the Law* (2006), which has been highly acclaimed for its thoughtful insights into the management of today's law firms and the institutional impediments to the retention and advancement of women in the legal profession. She is also the author of *Success Strategies for Women Lawyers*, published in the fall of 2010.

Lauren is currently writing a book on the Millennial generation in the workplace, based in large part on her survey of more than 1,200 Millennials. She writes and speaks frequently on the topic of Millennials in the workplace.

Lauren recently completed a term as a member of the American Bar Association Board of Governors, where she also served as the liaison to the Law Student Division. When she was President of the Boston Bar Association, Lauren established the Task-Force on Professional Challenges and Family Needs which produced *Facing the Grail – Confronting the Costs of Work/Family Imbalance*, a report which received national attention for its in-depth analysis of the cost of attrition in law firms. She is a founding member of the Council for Women of Boston College and is involved in numerous community and professional organizations.

Lauren (BCLS '79) is married to Sander A. Rikleem (BCLS '76), a partner at Edwards Wildman Palmer LLP. They have two children, Alex (BC '09) and Ilyse (BC '12).

**For additional information about our customized options,
please contact: Jennifer Fraone at jennifer.fraone@bc.edu**

Discounts available for Corporate Partners of the Boston College Center for Work & Family.