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# **Innovative Training Approaches for**

**Start Date: 8/16/2017 7:30 AM**

**End Date: 8/16/2017 10:30 AM**

Innovative Training Approaches for Current HR Issues Wednesday, August 16, 2017 7:30am - 8:00am - Networking & Registration 8:00am - 10:30am - Program Location: Italian American Sport Club, 1250 Buffalo Road, Rochester, NY 14624 This program is hosted by GVC SHRM! This program has been pre-approved for 2.5 Professional Development

Credits (PDCs) by the Society of Human Resource Management and 2.5 HR

(General) recertification credits by the HR Certification Institute. Presented by Gillespie & Associates and Impact Interactive This unique program showcases TWO innovative approaches for training on TWO current HR topics. Section 1 will use online learning with learning communities and case studies to address the development needs of the new supervisor/manager. Section 2 will use theatre-based training with live actors and scripted demonstrations to explore generational differences in the workplace. Section 1: There has been a lot of hype around the needs of the millennial generation in both the workforce generally and in approaches to learning in particular. However, the research points us to something more inclusive – the needs of the modern learner, regardless of age. This presentation will identify ways that well-designed online learning, using microlearning, spaced learning, online communities, and virtual facilitators can break through the overload of information available today and engage the modern learner. You will see how this approach can be successfully applied to addressing the needs of first time supervisor/manager. Section 2: This interactive workshop uses actors in a short, scripted scene to explore how generational differences in the workplace can negatively affect company culture and decrease productivity. Participants will watch a diverse group of employees struggle to communicate, collaborate, and understand each other in a team meeting. When the tensions heighten, the scene freezes, and participants are invited to interact with the characters to learn more about their thoughts, feelings, motivations and backgrounds. Together, the group will examine their own attitudes and values, identify unconscious biases, and brainstorm skills and strategies for creating a more inclusive and productive work environment. In today's increasingly multi-generational workforce, the stark differences in values, communication styles, and work habits of Boomers, Gen Xers, and Millennials are becoming increasingly more pronounced. Knowing how to recognize and leverage the skills and abilities of a diverse team can lead to increases in productivity, innovation, employee satisfaction, and company profits. Impact Interactive's unique theatre-based techniques provide a safe environment and engaging format for individuals to explore and problem-solve around these complex issues. **PRICING:** GVC SHRM Member: \$30 Non Members: \$40 Students/Members in Transition: \$15