

Diversity, equity, and inclusion (DEI)

# Collaborating in a multigenerational workplace

Discover how you can create an environment where everyone feels welcome.



# Implementing this Learner Challenge

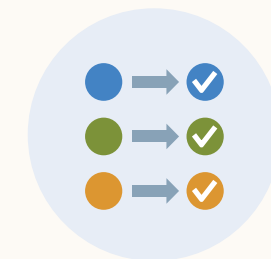


Learner Challenges are a great way to get your whole organization involved in learning.

With the resources in this toolkit, you can get started in a few simple steps:



Familiarize yourself with the learning calendar on [page 3](#).



Follow our recommended comms plan for your challenge on [page 4](#).



Learn how to get your whole organization involved on [page 8](#).

# Learner calendar

The calendar in your download pack maps out a detailed learning journey for your team. It includes bite-sized courses that take between 5 and 10 minutes to complete, helping your team make time for learning.

Include this in your kickoff email to your learners on the first day of your challenge, so they can track their journey as they go.

[Download calendar](#)



**Collaborating in a multigenerational workplace.**  LinkedIn Learning

Discover what each generation has to offer and new strategies that can help you create an environment where everyone feels welcome. Don't worry if you miss a day — you can always catch up tomorrow.

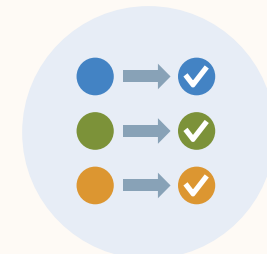
Monday	Tuesday	Wednesday	Thursday	Friday
<input type="checkbox"/> <a href="#">Identify the five generations in today's workplace</a> (4m 02s)	<input type="checkbox"/> <a href="#">Navigate your workplace culture</a> (3m 17s)	<input type="checkbox"/> <a href="#">Multigenerational diversity and anti-racism</a> (4m 20s)	<input type="checkbox"/> <a href="#">Bridging across differences</a> (2m 16s) <a href="#">Optimizing workplace culture</a> (2m 59s)	<input type="checkbox"/> <b>Pop quiz:</b> What are the five generations in today's workplace?
<input type="checkbox"/> <a href="#">Workplace myths and realities regarding age</a> (3m 44s) <a href="#">Initiate the work-style conversation</a> (3m 46s)	<input type="checkbox"/> <a href="#">The head, heart, hands framework</a> (3m 54s)	<input type="checkbox"/> <b>Pop quiz:</b> What's one way you can communicate your work style to your team?	<input type="checkbox"/> <a href="#">Communicate the business benefits of generational diversity</a> (2m 59s)	<input type="checkbox"/> <a href="#">Creating intergenerational collaboration</a> (3m 15s)
<input type="checkbox"/> <b>Pop quiz:</b> What is one benefit of a multigenerational workplace?	<input type="checkbox"/> <a href="#">Managing age as a diversity opportunity</a> (3m 09s)	<input type="checkbox"/> <a href="#">Discuss flexibility preferences with your employees</a> (2m 29s)	<input type="checkbox"/> <a href="#">Coaching across generations</a> (3m 50s)	<input type="checkbox"/> <a href="#">Gen Z's push for customization on the job</a> (1m 42s)
<input type="checkbox"/> <a href="#">Age as an intersectional identity</a> (2m 35s)	<input type="checkbox"/> <b>Pop quiz:</b> How can you adapt your coaching or work style to get the most out of your team?	<input type="checkbox"/> <a href="#">Dynamics with older employees</a> (3m 38s)	<input type="checkbox"/> <a href="#">The future workforce</a> (4m 30s)	<input type="checkbox"/> <b>Challenge</b> Choose one LinkedIn Learning course to explore next month.

# Recommended comms plan for your challenge

Following this straightforward comms plan will help you keep your team informed at every step of your Learner Challenge.

With suggested messaging, and some practical tips and advice for creating engagement, this is all you need to launch a successful challenge.

You'll also find themed images and banners in your download pack to help promote your emails.



01

Choose a start date and send a launch email to your team.

Use the email template on [page 6](#) of this toolkit to help you get started.

02

Send a reminder.

Do this a few days into the challenge to catch anyone who missed the first email.

**For example:** Have you joined our “Collaborating in a multigenerational workplace” learning challenge yet? Luckily for you, there’s still plenty of time to get involved.



# Recommended comms plan for your challenge



Promote your campaign on the learner homepage.

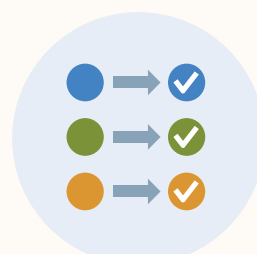
Learn how to do this on [page 07](#).



Get your whole organization involved.

Learn how to do this on [page 08](#).

[Download promotional banners](#)



03

## Prep for the final stretch.

Send a second reminder close to the end of the challenge so you can help spur your learners on.

**For example:** There's still time to get involved with our latest learning challenge, "Collaborating in a multigenerational workplace." Check out the calendar I emailed on [<date>](#), and let's continue to make our workplace a more inclusive space.

## Celebrate.

Send a positive wrap-up message to celebrate your team's effort.

04

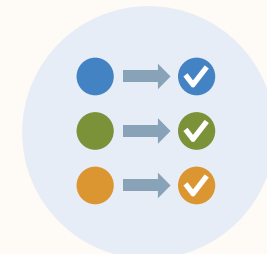
**For example:** Thank you for taking part in the "Collaborating in a multigenerational workplace" learning challenge. We hope you have come away from this challenge with a new appreciation for the unique perspectives and skills each generation brings to our workplace.



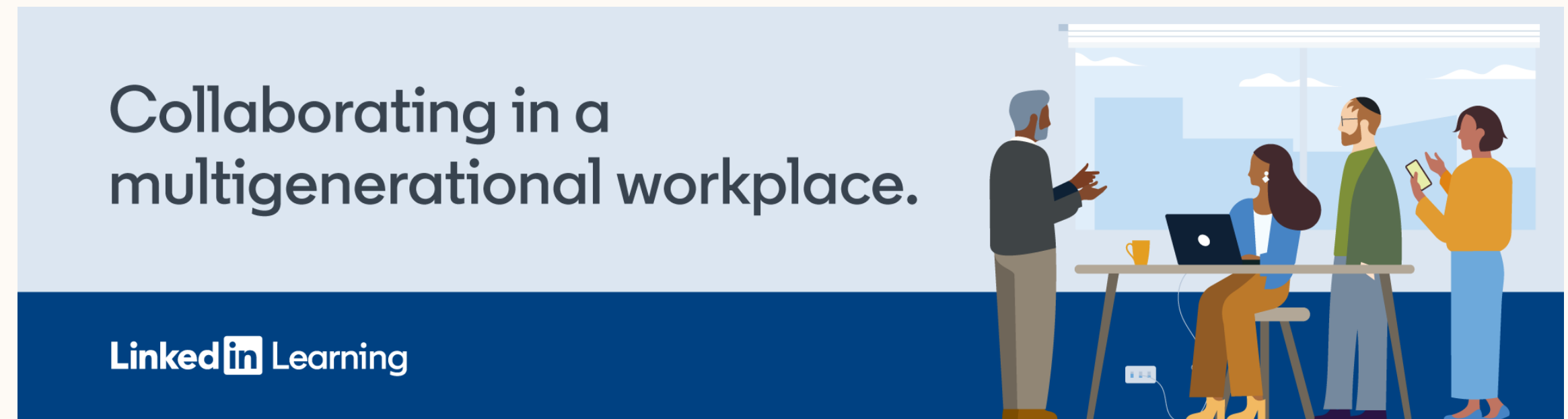
# Launch email template

Use this email template to kick off your campaign and share the learning calendar with your team.

[Download email banners](#)



Subject line: Create a more inclusive multigenerational space



Collaborating in a multigenerational workplace.

LinkedIn Learning

Hi team,

Each generation — and each person — brings their own unique experiences, voices, and skills to our company. To help us recognize these strengths and better communicate and collaborate, I'm sharing an exciting new Learning Challenge that will run from **<start date>** to **<end date>**.

Attached you'll find a calendar of selected LinkedIn Learning videos that'll take about 5–10 minutes a day. I'll also send a reminder later in the month. If you have any questions in the meantime, feel free to reach out.

Happy learning!  
**<Name>**



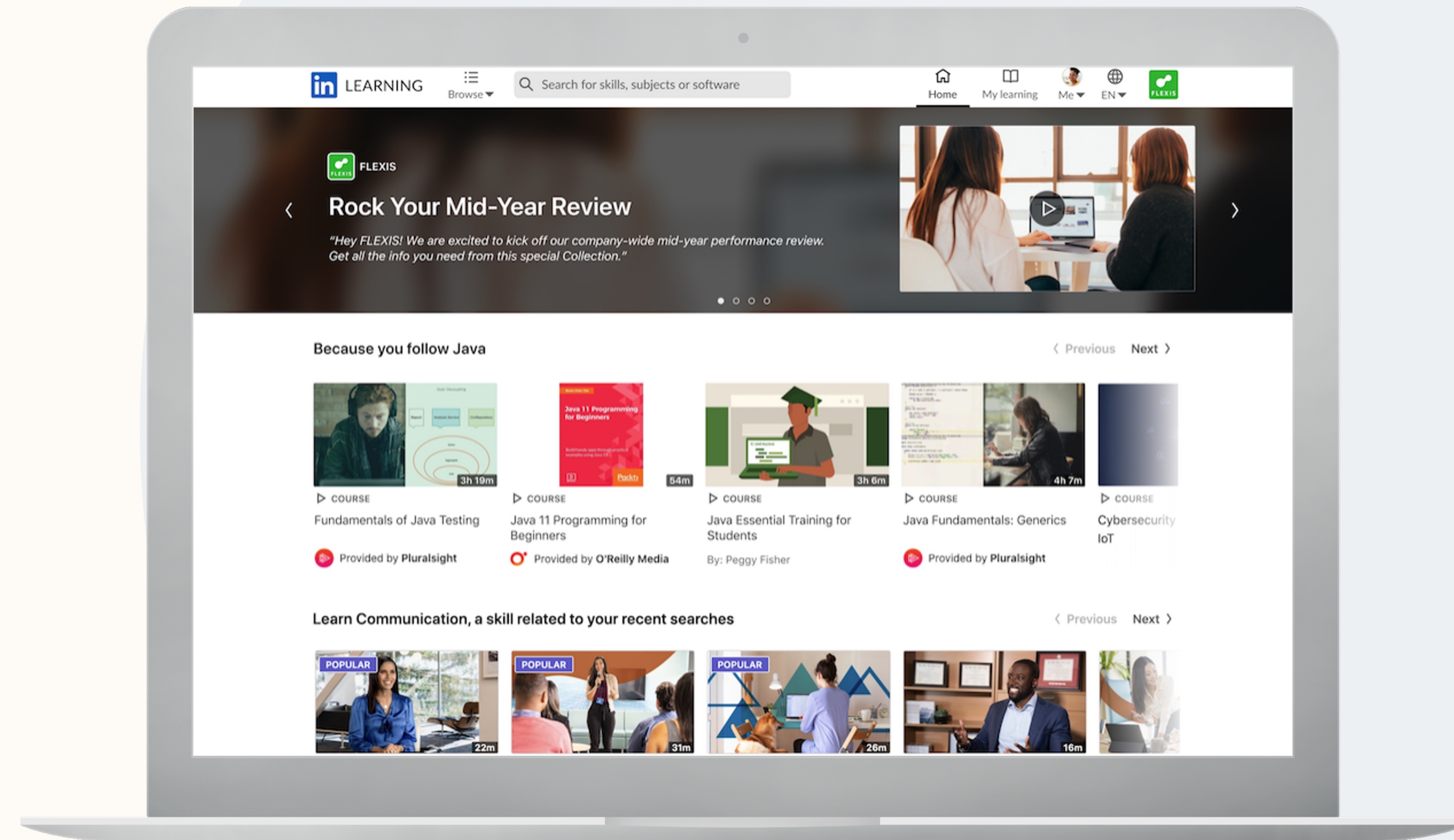
# Promoting your campaign on the homepage

With a [LinkedIn Learning Hub](#) account, you can promote Learner Challenges within your organization by creating a campaign that displays on the learner homepage.

The learner homepage banner is customizable and you can add your company logo to ensure your campaign stands out to your learners.

Click below to watch a short video on setting up your own homepage campaign.

[Watch now](#)



# Tips and tricks to get more people involved in your L&D goals

LinkedIn data has shown that most team leads and executives are eager to support learning programs.

Here are a few ways to leverage executive influence to inspire employees to learn.



01

Have executives record a video or provide a one-sentence quote.

Be motivational and inspirational to get your team excited about learning, rather than feeling pressured to participate.

02

Include reminders in organizational communications.

Gentle reminders go a long way. Especially if you acknowledge your appreciation that your team is using their free time for learning.

03

Cultivate friendly competition.

Make things competitive with goals and rewards for your top learners in order to motivate more people to get involved.

04

Encourage your learners and team leads to share their favorite courses.

With so many courses available, it can be hard to know where to begin. Asking participants to share and discuss their favorite lessons is a great way to encourage conversation around the challenge and increase uptake.



# Thank you.

We hope you found this toolkit useful.

Don't forget to check out other Learner Challenges available on our website.

[View more Learner Challenges](#)