

September 19, 2017 – NW Diversity Learning Series

Session 5: Seize the Courage: Move from Assumptions to Understanding in A Multi-Generational Workplace

Presenters: Keenan Barr, Lisa Fain, Joey McGuinness, Chuck Shelton

#### Give-away Items for Session 5:

1. [\*\*Fierce Conversations: Achieving Success at Work & in Life, One Conversation at a Time, Special Edition,\*\*](#) by Susan Scott

Author Susan Scott says your success depends on how well you transform everyday conversations. This book, which includes a workbook, will guide you on:

- how to overcome barriers to meaningful communication,
- to increase clarity and improve understanding,
- handle strong emotions—yours and others', and
- to expand and enrich conversations with colleagues, friends and family

2. [\*\*Creating a Mentoring Culture\*\*](#) by Lois J. Zachary (John Wiley & Sons Inc., 2005)

This book furnishes a complete recipe for establishing and sustaining a **comprehensive “mentoring culture”** in organizations. A mentoring culture creates transformational experiences — for both the individual and the organization! Offering practicality and insight, the book contains an array of extraordinary exercises and activities.

The book emphasizes the core criteria of character values: focus on the person, on dialogue, on accountability, on the art of co-creation, on individual responsibility for the welfare of the whole, and on the image that life is a journey more than a destination! A mentoring culture is a perfect solution to some of the most pressing leadership problems facing organizations today!

3. [\*\*Three toolkits on Mentoring Across Generations\*\*](#)

- From the Center for Mentoring Excellence
- Each toolkit contains practical tips and resources that help create understanding and improve communication across generations.
- They are particularly useful for maximizing the effectiveness of mentoring relationships where mentoring partners come from different generations.

4. [\*\*Subscription to Understanding Generations at Work and at Home\*\*](#)

—online class by Ken Beller, co-developer of the Values Populations Generations Model (Near Bridge).

You will learn:

- a new approach to generations based on deep-seated social values,
- the hidden values of your generation and those of the people in your life, and
- a powerful new tool for reducing conflict and improving relationships in your life.
- You will also get helpful printouts about each generation to help you use this knowledge in your daily life, at work and at home.

5. [\*\*We Become Mexican American: How Our Immigrant Family Survived to Pursue the American Dream\*\*](#), by Carlos B. Gil.

This is a story of an unwavering human spirit that thrives in adversity easily discoverable among Mexican immigrants today.

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**We Became Mexican American** is an award-winning book that recounts the story of a Mexican family that immigrates to the United States in the 1920s and settles against all odds to pursue the American Dream in southern California. The book tells the story of real-life characters you'll remember.

**Some of the highlights of the book:**

- Reviews what the Latino immigration experience was for the author's family,
- Reminds the reader that leaving the home country can be a painful experience,
- Reconsiders the cultural shock of arriving in the U.S. for the first time including the difficulties of raising children in a new culture,
- Unveils the cultural conflicts inside the family as the children began growing up,
- Discusses the process of becoming Mexican American.