



Minding the Gap: How to Create a Custom Training Program For Your Audience

PRESENTED BY

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INTRODUCTION



CONSULTING BACKSTORY



REBEL LEARN

More Impact

More Reach

L&D knowledge

Best Practices

INTRO



THE PROBLEM

- 5 generations in the workforce by 2020
- Each generation learns differently
- Current content not enough
- Constant change

THE PLAYERS



GENERATION Z
(born after 1997)



**MILLENNIALS OR
GENERATION Y**
(early 80's - mid 90's)



GENERATION X
(1965 - early 80's)



BABY BOOMERS
(born between
1946 - 1964)



TRADITIONALISTS
(born before 1946)



Traditionalists 1922-1945

- Hard Working
- Determined
- Loyal Employees
- Respect Authority
- Waste not
- Tech challenged*
- Traditional
- Work ethic and reliability



Baby Boomers

1946-1964

- Strong work ethic
- Independent and self assured
- Competitive
- Goal centric
- Resourceful
- Focused
- Team Oriented



Gen X
1965-1981

- Individualistic
- Flexible
- Work/ Life balance
- Technically adept
- Skeptical
- Motivation
- Pragmatic



Millennials (Gen Y) 1982-1997

- Tech Savvy
- Family Centric-
Work/Life Balance
- Achievement Oriented
- Team Oriented
- Craves feedback and
guidance
- Hands- on and
interactive
- Meaningful work



Gen Z
after 1997

- Technology
- Prefer online communication vs. face to face
- Visual learners
- Independent
- Short attention spans
- Multi- taskers

WORKING SESSION

- Do you know your audience?
- What are you doing well
- Potential challenges in your org



THE SOLUTION



Questions?



Thank You!

For more information about Rebel Learn email me at andrea@rebellearnconsulting.com or visit www.rebellearnconsulting.com
