



**The following comments were received from participants in Fathom's "Managing Four Generations in the Workplace" courses held at Leducor Group in Canada:**

- Thanks again John. I found it extremely informative and a lot of fun. I've been telling everyone about it. Take care in your travels. Thanks!
- Thank you for the great presentation. I enjoyed and learned a lot about my culture and how it actually influenced my values and beliefs. I am going to take these ideas and become more aware of how things are in my work and life.
- I really do appreciate the information and ideas you have presented.
- I thank you for your encouraging words and look forward to using the tools, which you have provided in my future tasks dealing with the millennial generation.
- I appreciate your email and will be in touch if a situation comes up that would prove interesting to you.
- It was a pleasure, and I learned some interesting stuff that I will be able to use right away...
- John's ability to get us involved was most impressive. And what I really appreciated was his ability to remember our comments and use them throughout the presentation.
- Extremely informative, especially in light of the current workforce. Also, what was presented will prove useful in my personal life.
- As I meet with my supervisor and other fellow co-workers I'll prepare in advance so as to understand what I may face in the various discussions and understand better why they may say or feel a certain way.



- The “Bridge Work” – How to effectively be cross-generational was super.
- I will be more patient towards different generations.
- I really appreciated how the values tied in and many aspects did ring true.
- I will stop and consider the possible value assumption being made in situations and align to those to try to best work with people in our organization.
- I like the role-play, and the examples.
- I think this is a great course and adds value and can really open people’s eyes.
- Great group activities and participation assignments.
- I will try to refer to the traits of other generations and be more tolerant of their desired values.
- Maybe next time I will be more aware of my co-workers - generation / culture influence when I deal with them, in my presentations during training that I facilitate, in preparing reports and in my day – to – day interactions.
- I will remember to put myself in the other person’s shoes when discussing and/or communicating issue.
- I will definitely try to see the other perspective and respect generational values.
- Having the insight on the generation strengths and gaps will help me focus on the end result of getting the different generations mind sets of employees to work together more effectively. Having clarity on the distinctive differences gave me the awareness I need to ensure I stay on course and focus on coaching them accordingly when trying to find concessions when they are working together.



- I really liked the generational value lens; it is a great tool for understanding the core values of each generation. (It will be a very effective reference tool).
- John was very personable and made the room feel comfortable with him almost immediately.
- I found the course material to be very interesting, especially considering how diverse Leducor is as a whole in terms of generations in the work place.
- My biggest take away will be to stop and reflect on difficult situations at work before letting frustration set in. Hopefully by applying my knowledge of the 4 generations I will be able to better understand where my colleagues are coming from, which will help facilitate communication.
- I also really enjoyed learning what values specific generations hold and how even though you may be of a different generation than someone else you can still hold similar values depending upon those held by your parents, grandparents, etc.
- Very interesting topic and relatable within the Leducor culture! Really enjoyed John as a presenter!
- Overall, I will be more understanding and open to the opinions and ideas of different generations. For example I will be much less offended if I don't receive feedback on my work when the person who is suppose to provide that feedback is of a different generation than my own. I can now see that people's values are created by their experiences and these determine their behaviors.
- The instructor was great and did an excellent job of making the topic interesting. He made sure that everyone participated but didn't make shy people feel uncomfortable.
- I liked the break down of the values of each generation and how they were explained. I also liked the process of selecting value cards and then seeing which generations the values were mostly tied to.



- I enjoyed the presentation and hope all Leducor presentations are as good as this one. (I am a new employee and this was my first presentation)
- The breakdown of the four generations is a handy reference document.
- This course totally gives you a perspective of how people are the way they are and react as well as make decisions. I will be very aware of how decisions are made based upon where the decision maker falls (generation wise)
- Thank-you for the opportunity to attend this course! I feel that this course benefits both the employee and leadership.
- I have a clearer understanding of the motivations of the four groups of workers and can better understand my colleagues, especially the "X" and "Y" staff. Great stuff! Thanks.
- It was well presented by a passionate facilitator in a sensitive way. Kudos to John!