

LIFE STAGES

WHY UNDERSTANDING THE COMMON CHAPTERS OF LIFE IS KEY TO WORKPLACE SUCCESS



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Life has chapters. As we progress through life's chapters, new priorities surface and old priorities fade. As each chapter closes and a new one begins, the priorities shuffle yet again. The chapters and shuffling start at birth and end when we end.

Many of the most important and volatile chapters of our life occur during our working years. Getting married. Giving birth. Aging parents. Empty nesting. Commonly called "life stages," these chapters are common amongst our society. Within the workplace there are chapters, too. Onboarding as a new hire. Learning to lead. Learning to take direction. Learning to manage. Mentoring or being mentored. Grooming a successor. Identifying and honing a special skill set. Retirement prep.

Together, these personal and workplace life stages add complexity to each of our lives. Our workplace peers and colleagues are going through them, too, so it's worthwhile to identify the particular challenges that each life stage brings to better understand our co-workers and to support them where we can. It's another element of diversity – different life stages all around us – and inclusion – welcoming each person and the challenges and celebrations their life stage brings.

This presentation highlights the life stages most common in our working years, putting a focus on what people are learning, are experiencing, and are celebrating. It mixes in generational terminology to provide an additional layer of understanding to the life stage participant's outlook. Finally, the presentation suggests what type of interpersonal support we can provide our peers and colleagues as they move through each life stage.

You'll learn:

- The personal and workplace life stages most commonly experienced in people's working years and the stresses each life stage puts on participants
- That organizations that have purposely developed and groomed their workplace culture inherently acknowledge and make room for their employees' life stages challenges
- Where, when, and why people learn more from failures in their later life stages vs learning from wins in their earlier life stages
- How to engage your colleagues in different life stages: what you can say to them and do for them that will result in a more harmonious and productive workplace
- What life stage you may be in and how this may be shaping your approach to your work and your colleagues



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