

Due to working remotely these sessions will be conducted through ZOOM. Once enrolled you will receive the information needed to connect to the training remotely.

TO ENROLL go to <https://eshq.fnal.gov/atwork/training/>

Use the Class Schedule link in the right-hand column. These courses are found in the General Category

[FN000661/CR](#) **A Chat with Millennials**

Part 1 - Wednesday, April 22 9:00 - 10:00am (see below for Part 2: Millennials and Multigenerational Workforce)

FYP Discussion (60 minutes): Join us for a 1-hour question & answer session specifically designed for Millennial Professionals. Robert G. DelCampo, Ph.D., author of *Managing the Multigenerational Workforce* will join us for an open and honest discussion of the specific issues millennials face in the workforce including: stereotypes, work styles, generational tension and the emerging "Generation Z". Please come with your questions, we seek to limit this session to the Fermi Young Professionals Group---others interested should please join the general session.

[FN000662/CR](#) **Managing the Multi-Generational Workforce**

Part 1 - Wednesday, April 22 10:45am – Noon (see below for Part 2: Millennials and Multigenerational Workforce)

Managing the Multigenerational Workforce (80 minutes): For the first time in history, five generations are all working together in today's labor market. Robert G. DelCampo, Ph.D., author of *Managing the Multigenerational Workforce* will join us for an informative discussion about generational dynamics, how and why certain segments operate in different fashions and a discussion of opportunities for engaging employees and team members across different generational groupings. Participants will be provided an opportunity for feedback and given an "assignment" to discuss in *Managing the Multigenerational Workforce: Part II*.

Millennials and Multigenerational Workforce

Part 2: Thursday, April 23, 9-9:40 a.m.

Robert G. DelCampo, executive director of Innovation Academy, University of New Mexico

After experiencing the first workshop, come prepared with discussion items intended to break down cultural barriers (yes! a generation is a culture!) in your work life. Additionally, we will give some insight into how all generational groupings can effectively work with Gen Z.

[FN000663/CR](#) **Person-First Language Workshop**

Wednesday, April 29 9:00 - 10:30am

"Billy's autistic"..."Billy has a diagnosis of Autism"... Can you hear the difference??

This is an example of Person First Language. As a society we must first acknowledge that people with disabilities are people first, they are not their disability. Person first language recognizes that ALL people have many different characteristics, skills, strengths, challenges and interests; having a disability should not define who you are or the way you are viewed by others.

[FN000664/CR](#) **Allyship + Bystander Intervention Workshop**

Tuesday, April 21 9:30 - 11:45am (10 minute break)

- Let's dive into "Allyship & Bystander Intervention" with facilitator Noor Ali. At Fermilab, our commitment to Diversity & Inclusion remains strong - even through unprecedented times of change. We know that fostering diverse teams and inclusive environments (even virtually) supports our overall mission. And we believe that engaging in these topics is a unique professional development opportunity that can help any employee develop critical skills.

[FN000666/CR](#) **Overcoming Imposter Syndrome Workshop**

Monday, May 4 10:00 - 11:30am

Imposter syndrome is something that many high achieving people experience, and it can lead stress and impede people from reaching their full potential. Imposter syndrome can be particularly difficult for people from underrepresented groups who are working in predominantly white and predominantly male STEM environments. This experiential workshop will provide a supportive space for Fermilab employees to understand imposter syndrome, discuss their experiences related to imposter syndrome, engage in a visioning exercise, and learn and begin to practice strategies to overcome imposter syndrome.