



Generation IQ | 2026 Programming Snapshot

Practical Support for HR Leaders Navigating Generational Complexity

The Reality HR Leaders Are Facing Right Now

Across industries, HR leaders are telling us the same things—sometimes out loud, sometimes quietly.

Teams are struggling with **miscommunication and mistrust across generations**.

Return-to-work and flexibility debates are draining energy and goodwill.

Early-career talent is harder to retain—and harder to fully engage.

Experienced employees are retiring without enough time, structure, or incentive to transfer what they know.

Leaders feel pressure to introduce AI thoughtfully, without widening generational divides.

Everyone is being asked to do more—with **less clarity and more uncertainty**.

This work is no longer about managing “differences.”

It's about **keeping work moving forward—together**.

Our 2026 Focus: Turning Generational Friction into Forward Motion

Generation IQ helps organizations move from generational tension to **shared accountability, trust, and momentum**.

We focus on what leaders actually need:

- Clear language for naming what's happening
- Practical tools for day-to-day leadership decisions
- Structures that support knowledge transfer *before* it walks out the door
- Conversations that reduce resistance and build buy-in—especially during change

This is not theory.

It's **applied generational intelligence for today's workplace**.

What Makes Our Work Different

We don't ask leaders to "pick a generation" or memorize stereotypes.

Instead, we help teams understand how historical experiences shape workplace expectations, build cross-generational trust without forced harmony, and create shared agreements about how work gets done now.

Our work helps organizations leverage both experience and adaptability—especially as AI reshapes roles, workflows, and decision-making.

The result is fewer misunderstandings, stronger collaboration, and better retention across age groups.

Core 2026 Offerings

Unlocking Generational Strengths at Work

60–90 minute session

A practical introduction that helps teams name tensions, reduce assumptions, and establish a shared foundation for working across generations.

Leading Across Generations: Five Steps to Success

Half-day leadership workshop

Designed for managers and HR leaders navigating resistance to change, engagement challenges, and communication breakdowns.

Co-Mentoring Across Generations

6–8 week program

A structured approach to knowledge transfer, leadership development, and mutual learning—designed for an aging workforce and emerging leaders.

Each offering includes real-world examples, interactive discussion (not lectures), tools leaders can use immediately, and a grounded lens on **AI and the future of work**—without tech overwhelm.

Who This Is For

- HR and Talent Development leaders
- People managers leading multi-generational teams
- Organizations preparing for retirements, transitions, and workforce change
- Teams seeking less friction and more alignment

The Bottom Line

Generational tension isn't a side issue anymore. It shows up in **retention, engagement, leadership capacity, and readiness for what's next.**

Generation IQ helps organizations:

- Reduce friction
- Preserve critical knowledge
- Strengthen leadership across generations
- Move forward with confidence—together

Next Step

We start with a conversation—no pressure, no pitch—just a chance to understand what your teams are facing and what support would actually help.

Generation IQ

Intergenerational Communication & Collaboration

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