



TRAINING MEDIA REVIEW *by trainers, for trainers*

RATING



ABOUT THE STAR RATINGS

| | |
|---------------|------|
| Outstanding | ★★★★ |
| Very good | ★★★★ |
| Good | ★★★ |
| Above average | ★★★ |
| Average | ★★ |
| Below average | ★★ |
| Poor | ★ |

TRAINING MEDIA REVIEW provides objective reviews of training content and supporting technologies, advice on media-related training issues, research reports, and consulting.

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TMR REPRINT AWESOME!

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AWESOME!

QMR

800-800-5129

www.qmr.com

\$625

Facilitator's guide, PowerPoint slides, handouts, video transcripts

Reviewed by Nancy Price

Because I facilitate a workshop called “Engaging the Generations,” I read many articles and preview a lot of media programs on engaging the generations in the workplace. I am happy to say that I think the QMR DVD *AWESOME!* really is awesome.

AWESOME! is a two-part DVD-based training program. Part 1, *A New Generation @ Work*, is a montage of 24 Gen Y employees with a diverse range of occupations. They share how they see themselves and what makes them tick.

Part 2, *Engaging Gen Y*, introduces five managers who give advice on how to help this generation succeed at work. The comprehensive facilitation package includes a facilitator's guide, PowerPoint slides, reproducible handouts, and program transcripts. The video is available in French and Spanish and can be delivered on the web.

The DVD is immediately engaging. The music, the flashing montages, the graffiti-like *AWESOME!* logo, and the interesting selection of Gen Y employees signal that something fun and interesting is ahead. The video is professional quality, and the pace is quick, perhaps to mirror the constant change that this generation is used to.

Gen Y says that they “get diversity.” The 24 Gen Y employees in this DVD visually depict a broad range of cultures as well as career choices. We see and hear from employees of many backgrounds and nationalities who are waitresses, software engineers, EMTs, personal trainers, professional dancers, and systems analysts.

A TEST WITH GEN Y'S

I immediately liked the *AWESOME!* DVD--but, being a member of the Baby Boomer generation, I was curious how this portrayal of Gen Y would resonate with some of our own Gen Y employees. I scheduled a brown-bag lunch session with several new, younger employees.

They generally liked the way their generation was represented but found some of the employees in the DVD to be “annoying.” They were probably referring to the employee who says, “And dude, we're all about success.” Or then again, it could have been the young employee who states, “Don't bore us.”

The general consensus, however, was that the DVD is descriptive of their generation and that it got them thinking about ways to make the workplace work for all.

FLEXIBLE SUPPORT MATERIALS



The presentation format is modular, offering great flexibility. The support materials are well designed and include pre- and post-DVD discussion questions and support materials. Some of the questions are particularly good for encouraging immediate application of learning from the program. For example: “What can we do to ensure that Gen Y employees have the best possible chance of succeeding?”

Because the DVD is so engaging, it naturally precipitates discussion, but backup materials are there if you need them. Although the video is short (two 10-minute segments), it is well worth the \$625, which includes the facilitation materials. It hits audiences hard and fast and leaves them with many relevant insights--and challenges.

RECOMMENDATION

I highly endorse *AWESOME!* It is a great catalyst for the organizational conversations that need to happen to ensure generational peace.

At my company, we are busy planning ways to introduce this program to our hiring managers as well as supervisors who directly work with our Gen Y employees. In the words of one of the managers in the *AWESOME!* DVD: “They see it differently than we do, and it is essential for us to let that process happen. They want to make a difference. Remember, this is the next greatest generation, and they are about ready to change the world in our lifetime. Let's let them do it.”

Nancy Price (*nancy_price@nstaronline.com*) has spent 23 years in the learning and performance field with experience in diversity, performance consulting, instructional design, mentoring, focus group process, and team facilitation. She is currently an Employee and Organizational Effectiveness Consultant working at NSTAR Electric & Gas Corporation. Her responsibilities include leading the company's diversity initiatives to create an inclusive and welcoming work environment.

