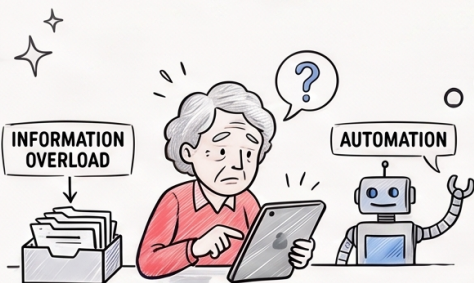


Bridging the Digital Divide: Powering Innovation through Intergenerational Learning

THE CHALLENGE: THE WIDENING TECH GAP



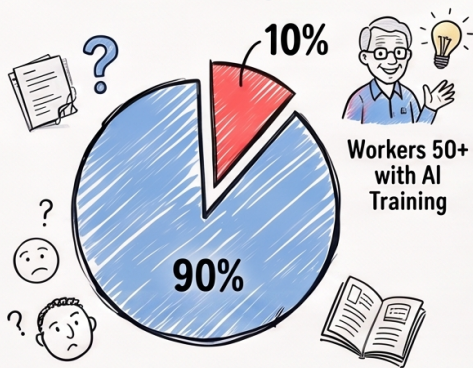
The “Aging-and-Tech” Vulnerability

Older workers face compounded risks from age-related stereotypes and rapid technological skill obsolescence.

Rising Technostress

Stress caused by information overload, system complexity, and fear of job loss to automation.

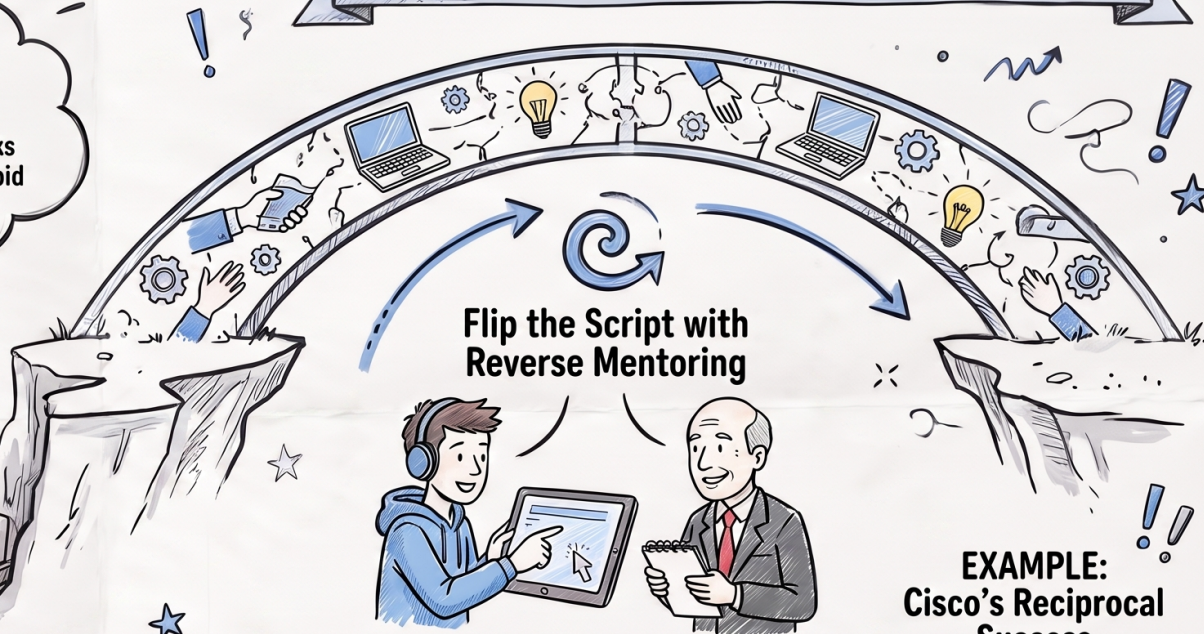
The AI Training Deficit



GENERATIONAL TECH RELATIONSHIP

Baby Boomers		Analog roots; value hierarchical respect and deep domain knowledge.
Generation X		“Bridge” generation; transitioned from analog to digital during their careers.
Millennials & Gen Z		Digital natives; intuitive facility with AI, automation, and virtual tools.

THE SOLUTION: INTERGENERATIONAL LEARNING

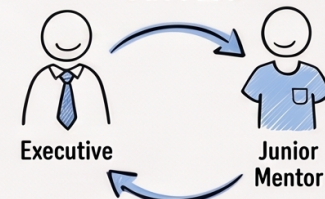


Flip the Script with Reverse Mentoring

Leverage Complementary Strengths



EXAMPLE: Cisco's Reciprocal Success



Pairing executives with junior mentors increased digital fluency and accelerated leadership development.