

5.00pm	Free time
6.30pm	Drinks reception
7.00pm	Dinner
8.15pm	After dinner talk Dr Edward David - Lecturer in Ethics and Values, KCL

Thursday 15 October

8.00am	Breakfast
9.00am	Alumni panel: Insights and learnings
10.00am	Using deliberative practices in the workplace Antonia Dixey - <i>CEO, Participation People</i>
11.00am	Break
11.30am	Best practice panel Reverse mentoring and youth boards
1.00pm	Lunch
2.00pm	Future planning: Re-imagining the intergenerational workplace
3.00pm	Departures

Everyone involved on the programme will also be invited to join our online learning platform Cricle to access resources and maintain contact with others interested in intergenerational learning, including last year's cohort.

If you are interested in participating or know someone who might be interested in hearing about the programme, please contact [**programmeteam@cumberlandlodge.ac.uk**](mailto:programmeteam@cumberlandlodge.ac.uk)



Cumberland
Lodge

S^T. PAUL'S
CATHEDRAL

Bridging the City: Navigating intergenerational differences in the workplace

A Cumberland Lodge/ St Paul's Cathedral Institute programme

**14-15 October 2026
and March 2027**



Introduction

Economic precarity, technological innovation, climate change, shifting social boundaries and questions of (in)justice, are all impacting on young people's expectations of their futures. However, the personal and social values that enable younger generations to navigate the 21st century can also create tensions in the workplace as existing practices and norms are challenged.

As part of a partnership between [St Paul's Cathedral Institute](#) and [Cumberland Lodge](#) we invite you to take part in a workshop designed to examine in depth how values are shifting between generations, how this affects behaviours, attitudes, recruitment, and retention in the workplace, and develop tools to leverage different values as a strength.

The workshop

Building on the launch of our research report in 2024 and our pilot in 2025, this programme will bring together senior and early career professionals to learn across generational boundaries. It is designed to be interactive, centred on dialogue and develop practical tools to support organisations manage generational diversity in their workplaces. Learning outcomes will include:

- a deeper understanding of generational values and their impact on the workplace;
- developing skills for intergenerational engagement;
- and practical approaches for implementing best practice in managing intergenerational differences.

There will be an opportunity to hear from those who have successfully engaged with best practice intergenerational strategies such as reverse mentoring and youth boards, as well as from programme alumni who have successfully leveraged intergenerational change in their workplaces.

Following the success of our pilot in 2025, this workshop is designed to mark the start of a new annual cohort programme bringing together different generations. Last year's group included representatives from organisations such as A&O Shearman and Lloyds Banking. Previous participants have said:

“[It] provided me with deep insights into intergenerational differences, workplace values, and the skills and mindset required to lead in the future of work.”

“An incredible event. Highly relevant and engaging. Very grateful to have been invited, feel inspired to take back actionable ideas to my organisation around intergenerational collaboration.”

The programme consists of two workshops, the first taking place at Cumberland Lodge, located in Windsor Great Park, on 14-15 October 2026. Accommodation and food will be provided, and transportation costs covered. Participants will come together again for a follow up workshop in March 2027 at St Paul’s Cathedral to reconnect and build on the learnings from the retreat.

Programme

Wednesday 14 October

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| 10.00am | Arrivals and refreshments |
| 10.30am | Introductions
Cumberland Lodge and St Paul’s |
| 11.30am | Workplaces of the future: what values will we need?
Dr Angelika Love - Executive Coach and Leadership Psychologist |
| 12.30pm | Lunch |
| 1.30pm | Understanding values systems
Cumberland Lodge |
| 3.00pm | Break |
| 3.30pm | Values framework exercise: negotiating differences - Cumberland Lodge |