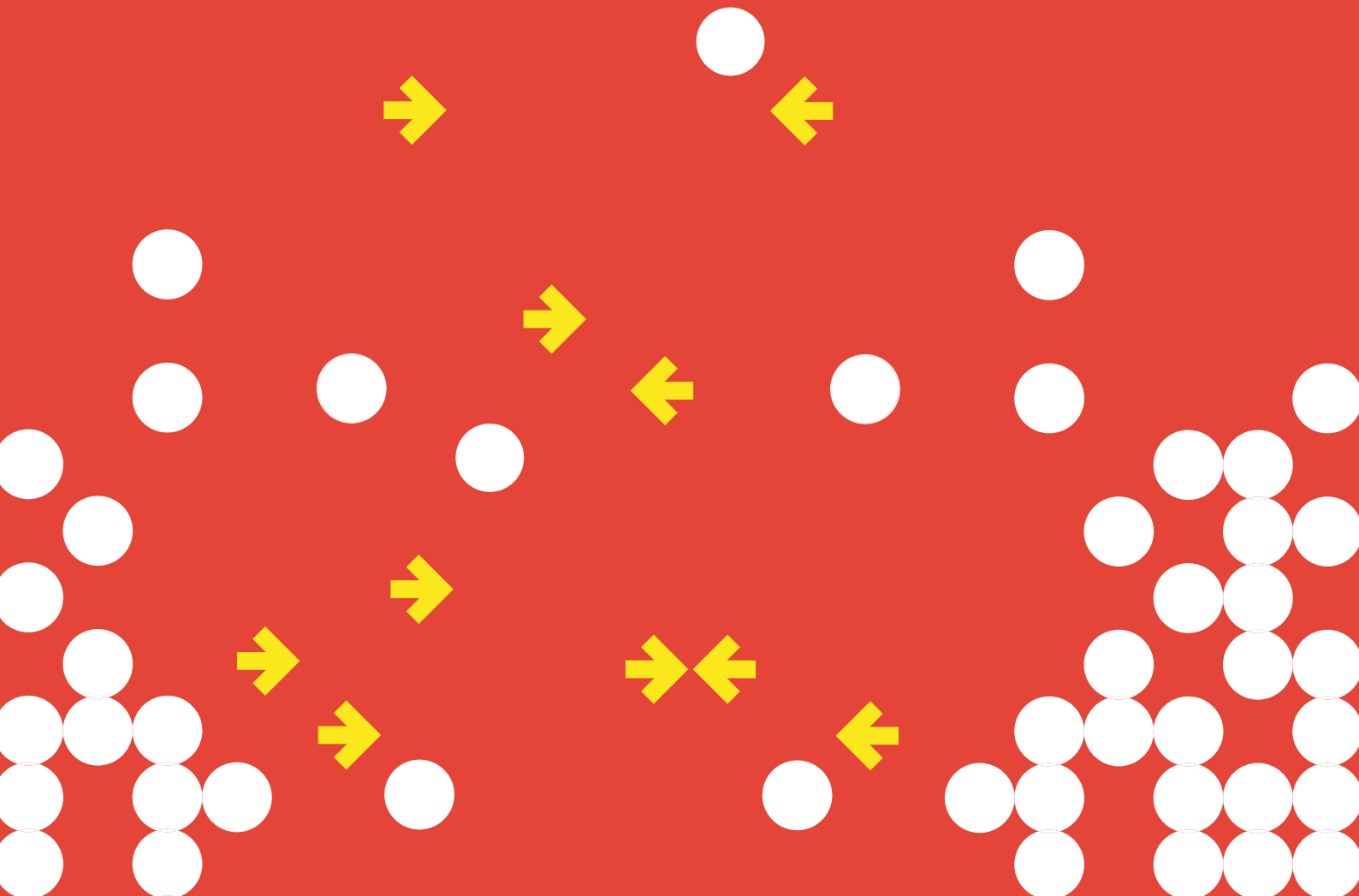


ENGAGE

PATH TWO



Path two

Imagine a community where generations have lived together sustainably for centuries. In this community, people of all ages engage with each other as a way of life. The elders are respected for their wisdom and the preservation of traditions, while the youth are nurtured by their elders, learning ancient knowledge about survival, storytelling, and community bonds. The main crux is that they collaborate.

An intergenerational harmony like this aligns with the “grandmother hypothesis,” a scientific theory suggesting that having post-reproductive females in human communities provides evolutionary advantages. These “grandmothers” not only help care for grandchildren but also contribute wisdom, knowledge, and stability to the group. This hypothesis highlights that intergenerational relationships are ingrained in our evolutionary history, emphasizing their importance in building resilient communities.

Recognizing the value of intergenerational connections is essential for creating a more age-integrated world. This section of the guide emphasizes engaging generations through three key insights:

1. Benefits for All:

Interacting with older generations enriches our lives and offers insights that contribute to longevity, nurturing a sense of interconnectedness.

2. Equal Opportunities:

Promoting equal opportunities and capabilities for all, regardless of age, reinforces the principle of mutual care.

3. Valuing Wisdom:

Recognizing the wisdom and potential of older individuals, despite societal biases related to age, unlocks a reservoir of abilities and knowledge.

Engaging is the foundational step on our journey toward achieving intergenerational solidarity. Embracing this principle enables us to cultivate meaningful connections and mutual support, forging a brighter future that benefits every generation.

Spotlight Organization: Alzheimer's Indonesia

Alzheimer's Indonesia plays a crucial role in assisting individuals affected by Alzheimer's disease through its unique approach to intergenerational connections.

Recognizing the mutual value that the old and young generations bring, they foster a supportive community by uniting young caregivers and older individuals coping with Alzheimers. In such an environment where wisdom harmonizes with youthful vitality, everyone learns to empathize and support one another. Their core belief in the strength of cross-generational bonds, seeks to enhance the quality of life and promote extended and healthier lifespans.

These companionships not only offer emotional and physical support, especially for those grappling with Alzheimer's challenges, but also provide the caregivers with valuable life lessons on healthy aging, empathy, and humanity.

Furthermore, Alzheimer's Indonesia leverages technology to facilitate intergenerational connections. They organize online storytelling sessions and activities that allow older individuals to share their life experiences, preserving cherished memories while educating and inspiring younger generations. Their YouTube channel keeps up to date with ways to better explain dementia to family members across generations. They even produced a comic—Elphi the Elephant—that helps grandchildren understand how dementia is changing their grandparents.

Alzheimer's Indonesia's efforts underscore the significant positive impact of intergenerational collaboration. They enhance the lives of those affected by Alzheimer's while championing the concept of extended, healthier living through compassion, comprehension, and shared experiences. This serves as an exemplary demonstration of how collective efforts, regardless of age, can contribute to a brighter future for all.

a brighter future for all

Tool Four: Social Dancing

DIFFICULTY: ● ○ ○ ○ ○ ○

FOR: INDIVIDUALS AND ORGANIZATIONS

Social Dancing is inspired by the Poco Poco dancing of the Alzheimer's Indonesia community, as a potent tool for dementia prevention. They integrated dancing into their program based on the influential research of Dr. Ria Maria Theresa. Intergenerational social dancing, as seen in trends like TikTok challenges, Jerusalema Challenge, line dancing, K-Pop dances, fusion styles, and online classes, brings generations together, fostering bonds over shared experiences and celebrating diversity. In a tech-centric world that can isolate age groups, these dance forms provide joyful connections and mutual understanding.

BASICS

When: Social Dancing can be practiced at any time suitable for the participants, including organized dance events, social gatherings, or community practice sessions.

Time Needed: Each session's duration may vary, but it's advisable to engage in Social Dancing for a minimum of 30 minutes to one hour multiple times per week to maximize cognitive benefits.

Materials: A suitable space for dancing (e.g., a living room, community center, or dance studio), a music playlist, and comfortable clothing and footwear. Optional: access to dance instructors or online tutorials for beginners.

Objective: The objective of Social Dancing is to introduce and promote the practice of local forms of social dancing as an effective means of preventing dementia. This tool aims to enhance cognitive function, foster social engagement, and encourage physical activity among participants.

STEPS

- 1. Find a suitable space for dancing:** Ensure you have a space where you can comfortably move without obstacles.
- 2. Gather the necessary materials:** Prepare music, wear comfortable clothing, and ensure you have suitable footwear.
- 3. Warm-up:** Begin your dance session with a gentle warm-up to prevent injuries. Stretch your muscles and loosen your joints.
- 4. Start dancing:** Play your music and begin dancing. Choose a dance trend that has relatively simple steps and can be learned through online tutorials or with the assistance of a dance instructor.
- 5. Invite others to join:** Encourage friends, family members, or community members to dance with you. Social Dancing becomes even more enjoyable when shared with others.

6. Establish a routine: Aim for consistent dance sessions, lasting at least 30 minutes to one hour, to maximize cognitive and social benefits.

7. Enjoy the process: Let loose, have fun, and relish the music and company of fellow dancers. Dancing should be an enjoyable experience.

THINGS TO CONSIDER:

Adjust the intensity and duration of your dance sessions based on your fitness level and physical abilities.

Incorporate variations of the dance to keep the activity engaging and challenging.

Foster conversations and build connections with fellow dancers to enhance the social aspect of the experience.

Consult with a healthcare professional before commencing any new physical activity, especially if you have underlying medical conditions.

Source: The inspiration is drawn from the Alzheimer’s Indonesia community, where Poco Poco dancing has shown remarkable benefits in improving cognitive health and overall well-being.

Photo: Dipa Mulya | Alzheimer’s Indonesia



Tool Five: Grandmother Coaches

DIFFICULTY: ●●●●○

FOR: ORGANIZATIONS

Grandmas2Go is a program that pairs experienced grandmothers with new families that need extra care, guidance, support, and mentorship. Rather than being babysitters or telling new mothers and fathers what to do, the “Grandma Coaches” are partners and provide wisdom, nurturing, and a wealth of life experience to help families navigate challenges, build resilience, and enhance their well-being.

BASICS:

When: Grandmas2Go operates on a flexible schedule, with Grandma Coaches and participants arranging meeting times that suit both parties.

Time Needed: The time commitment for Grandma Coaches can vary based on their availability and the needs of the participants

Materials: While no specific materials are required, Grandma Coaches may use their life experiences, stories, and communication skills to provide guidance and support. But it is good for them to get the latest training and information on early childhood development and child protection.

Objective:

- ➔ **Provide a support system:**
Offer a nurturing and understanding presence to individuals or families facing various challenges.
- ➔ **Share wisdom:**
Share life experiences, advice, and guidance to help participants navigate life’s complexities.
- ➔ **Foster resilience:**
Encourage personal growth, self-confidence, and emotional well-being.
- ➔ **Build intergenerational connections:**
Promote the exchange of wisdom and knowledge between older generations and younger ones.

STEPS:**1. Matching Coaches and Participants:**

Participants are matched with Grandma Coaches based on their needs and preferences. Compatibility is considered during the pairing process.

2. Introductory Meeting: The Grandma Coach and participant(s) meet to get to know each other, establish goals, and discuss expectations.

3. Regular Meetings: Grandma Coaches and participants schedule regular meetings or interactions, whether in person, via phone calls, or through video chats.

4. Guidance and Support: Grandma Coaches provide guidance, support, and mentorship based on their life experiences and the specific needs of the participants. Topics can range from personal challenges to practical advice.

5. Reflection and Progress: Participants and Grandma Coaches periodically reflect on the progress made, set new goals, and adjust their approach as needed.

6. Closure: The program concludes when both the participant(s) and Grandma Coach agree that their goals have been met, or when either party decides to discontinue the relationship.

THINGS TO CONSIDER:

Ensure clear communication and expectations between Grandma Coaches and participants from the beginning. Everyone involved should be clear that the relationship is mutually beneficial.

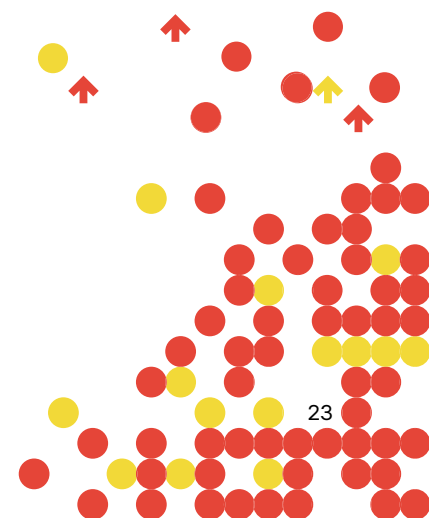
Encourage active listening and empathy during interactions.

Maintain confidentiality and respect participants' privacy.

Provide ongoing training and resources on new science in childcare or techniques or approaches to help Grandma Coaches enhance their skills.

Promote intergenerational activities and opportunities for Grandma Coaches and participants to bond outside of formal mentoring sessions.

**Source: [Grandmas2Go](#)
([Family Nurturing Center](#))**



Tool Six: Mentor Together

DIFFICULTY: ●●●●●

FOR: ORGANIZATIONS

“It was this mentor who kept encouraging me to say, I think you can do more with your leadership, and it’s probably your value to your community, which is an idea I had never considered. Because I respected him and what he was doing, I said, okay, I’ll give it a try. And then that just opened up the world for me.” - Arundhuti Gupta

Mentor Together is a non-profit organization that focuses on youth mentoring and aims to empower young people, create a brighter future for them, and break cycles of inequity through mentorship programs. In India, this means crossing gender, class, and caste lines to give young people new perspectives. They work with university students to provide them with guidance, support, and mentorship to help them have choices for their future before they complete their education.

BASICS:

When: When college students are preparing to enter the workforce.

Time Needed: 6 to 8 months, with meetings between 2 to 3 times a month happening virtually via the Mentor To Go app.

Materials: To help mentors and mentees in their journey to build an empowered relationship and practice work-readiness skills, Mentor Together have created mentoring activities that help develop life skills and work skills. Adapting from the [UNICEF classification of skills](#), they’ve uniquely applied

these skills to a mentorship context. Mentors and mentees practice them throughout the relationship.

Objective: The core objectives include **boosting self-confidence, promoting positive career decision-making, strengthening career networks, fostering meaningful mentor-mentee relationships, supporting career entry, and intergenerational engagement.**

STEPS:

1. Program Introduction:

Establish collaborations with departments of Higher Education and Universities.

Host college town hall sessions to introduce the Mentor To Go program to potential mentees.

Interested students sign up, complete a background survey, and engage in self-learning sessions.

Eligible mentees discuss their mentorship needs with a Mentor To Go team member. An algorithm matches mentees with trained mentors based on preferences.

2. Corporate and Mentor Onboarding:

Corporate funders and outreach partners join to extend the program to employees.

Mentors sign up, submit academic and career backgrounds, and undergo a 4-module mandatory training.

Mentors speak to program staff, get approved, and reaffirm their commitment.

3. Matching Process:

Approved mentors are shown mentee requests on the app.

Mentors choose mentees for matches, initiating mentorship.

4. Mentorship Initiation:

Mentors and mentees use the Mentor To Go app for work readiness activities and discussions.

After one mentoring cycle, mentors can start new mentorships.

5. Continuous Improvement:

Collect feedback from mentors and mentees for program enhancement.

Identify opportunities for scaling the Mentor Together Project to reach more individuals and institutions.

THINGS TO CONSIDER:

Identify places to recruit mentors, target companies (as Mentor to Go has), or find retirement communities and local community centers.

These steps could be adapted to a more analog setup using in-person or Zoom meetings.

Invite applications from those interested in being mentors. If the basic criteria are met, mentors can be invited to submit a second form that captures more details of their exact mentoring skills and interests.

Conduct one-on-one interviews with the mentor applicants as part of the selection process.

If necessary, do one or two reference checks on a mentor by speaking to individuals who know the applicant personally or professionally.

Mentor Together mentors undertake between eight hours (in-person programs) to four hours (remote mentoring) of compulsory mentor training before they start the program. The induction training covers the roles of a mentor, the background of the youth, communication and facilitation styles, boundary setting, and handling difficult situations.

[Source: Mentor Together](#)

Amplify Change: Workplace Diversity



Age segregation in workplaces is a multifaceted challenge with far-reaching consequences. It perpetuates a troubling intergenerational disconnect within professional environments, where younger and older employees often operate in separate spheres. This segregation creates a lack of understanding and appreciation of the unique skills, experiences, and perspectives that each generation brings to the table. Older workers, in particular, can face misrecognition of their continued value, and their skills and competencies are underutilized. This not only undermines the potential for knowledge transfer and allyship but also hinders the fostering of cohesive, diverse, and innovative work environments. In essence, age segregation in workplaces limits the collective potential of organizations by failing to harness the wealth of talents and wisdom present in all age groups, ultimately hindering both individual career growth and overall professional success.

HOW CAN WE IMPROVE INTERGENERATIONAL DIVERSITY?

One way to address this issue is through initiatives like Labora which aims to solve the crucial problem of scaling diversity and inclusion in companies by developing technology that brings together the skills and purposes of talent to tackle complex business challenges. Their approach involves a thorough examination of workplace culture, training, metrics, and results, with a focus on using available technology to reinvent work and align it with future trends.

REASONS WHY LABORA'S APPROACH IS POWERFUL:

Labora's approach to reinventing work and fostering diversity is powerful because it addresses the systemic issue of age segregation in workplaces and recognizes the value of intergenerational connections. By utilizing technology and aligning with future trends, Labora creates more inclusive and dynamic work environments that harness the skills and experiences of older individuals.

KEY ASPECTS OF LABORA'S WORK:

➤ **Café ComVida and Lab60+:**

Café ComVida gatherings provide a public forum for older people to re-engage in community life and build new social networks. Lab60+ is a movement that encourages collaboration among people of all ages and backgrounds. The focus is on sharing ideas, initiatives, and experiences that are relevant to the lives of older Brazilians and inviting everyone to collaborate.

➤ **Redefining longevity:**

Labora's vision of "redefined longevity" seeks to maximize the value of every stage of life, successfully managing transitions between them. This perspective challenges the traditional three-stage definition of life—youth, adulthood, and old age—and recognizes that people are living longer, requiring a more flexible approach to work and life stages.

➤ **Senior talents:**

Labora, a spin-off of the Lab60+ movement, works with both employers and employees to create new models of employment for older people. The organization focuses on the importance of work as a source for socialization, well-being, and connection, beyond just financial resources. It aims to design jobs that leverage older people's unique skills and competencies.

➤ **Technology solutions:**

Labora has developed technology solutions to enable older people to choose flexible work arrangements, allowing them to work as much or as little as they want each week. This approach aligns with the concept of a "gig economy for older people" tailored to improve their well-being while addressing employers' challenges.

➤ **Learning at the job:**

Labora introduces older people to organizations to advise on real challenges related to management, teams, communication, culture, and creativity. This approach leverages older people's lifetime worth of experience in understanding others and helps them transition into new roles and industries.

➤ **Partnerships:**

Labora collaborates with startups, large tech employers, and organizations to build new professions around technology for older people. These partnerships aim to create intergenerational tech teams that can contribute to better digital products and innovation.

➤ **Age diversity:**

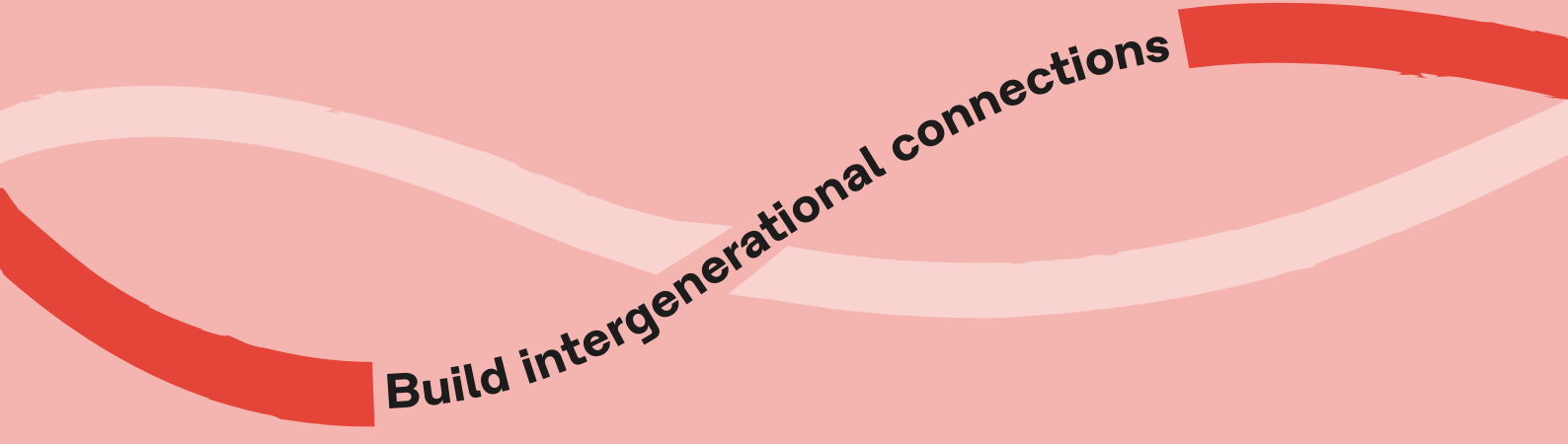
Labora advocates for age diversity in the workforce and encourages employers to consider the value of hiring individuals over 50. It challenges the notion that all team members should be under 30 and emphasizes the benefits of intergenerational collaboration.

WHAT GETS IN THE WAY?

Several challenges stop the transformation of workplaces to be more inclusive and to value intergenerational connections. These challenges may include resistance to change within organizations, ingrained stereotypes about older workers, and the need for cultural shifts in how businesses view diversity.

HOW CAN YOU HELP?

You can contribute to overcoming these challenges by advocating for workplace diversity and inclusivity. Raise awareness about the value of intergenerational connections and the benefits of including older individuals in the workforce. Support organizations like Labora that are working to address these issues, and actively engage in discussions and initiatives aimed at creating more inclusive, age-diverse workplaces. By doing so, you can help break down barriers and promote a workplace environment that values the contributions of individuals from all generations.



Build intergenerational connections