

Generationology 2027 – Military, Defense and Mission Support

Leadership and Professional Development for the People Behind the Mission



Developing the People Who Serve and Support

Military and defense organizations ask a great deal of their people. They work across ranks, generations, specialties, organizations, and contractor relationships. They are expected to lead, communicate clearly, develop others, share critical knowledge, adapt to change, and earn trust.

That is a tall order, and we know that doing those things well requires more than technical expertise. It requires people who know how to work with one another. *Generationology knows how to help people become better leaders, communicators, and collaborators and we bring something different.*

Our expertise in Intergenerational Collaborative Intelligence™ helps organizations strengthen those connections, use the experience already in their workforce, and prepare others to carry that knowledge forward.

We know this environment firsthand.

Generationology founder Jeffrey Vargas served as Chief Learning Officer for the National Nuclear Security Administration (NNSA), supporting the people responsible for our nation's nuclear security enterprise. That experience is complemented by our work with DEOMI, the U.S. Space Force, White Sands Missile Range, the Department of Veterans Affairs, West Point, the U.S. Air Force, the U.S. Navy, and defense industry partners.

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We respect what people bring into the room, and we build from it. Our workshops get people talking, thinking, practicing, and learning from one another.

Below is a list of our workshops. If you have questions, want a write up of a specific workshop, or would like to book a session, feel free to call or text us at 303-569-6143 or email: jeff@generationology.org:

<i>Intended Audience</i>	<i>Name of Course</i>
Military & Civilian Personnel	Across Generations - Learning to Lead, Listen, and Work Together
Current & Emerging Leaders	Leading in the Age of AI: What Changes, What Doesn't, and What People Still Need from Leaders
Military & Civilian Personnel	How to Give, Receive, Solicit, and Experience Precision Feedback in Command and Support Environments
Military & Civilian Personnel	Human Judgment in an AI-Enabled Workplace: Knowing When to Trust the Tool and When to Trust Yourself
Current & Emerging Leaders	Command the Room – Presentation and Briefing Skills
Current & Emerging Leaders	Leading Teams That Use AI: Trust, Accountability, Communication, and the Human Side of Adoption
Current & Emerging Leaders	Knowledge Transfer That Works: Keeping Critical Experience from Walking Out the Door
Current & Emerging Leaders	Accountability Without the Drama: Setting Expectations, Following Through, and Having the Conversation
Military & Civilian Personnel	When Nobody Says It: How to Have a Difficult Workplace Conversation
Military & Civilian Personnel	Thriving Through Leadership Transitions in Mission-Critical Settings
Senior Leaders & Executive	Building Buy-In During Organizational and Operational Change
Military & Civilian Personnel	Strengthening Collaboration in Distributed and Hybrid Defense Teams
Executives and Leaders	Building and Sustaining High-Performing Military and Civilian Teams
Current & Emerging Leaders	Helping Others Succeed: How Leaders Develop, Support, and Equip Their People
Military & Civilian Personnel	Giving and Receiving Precision Feedback
Military & Civilian Personnel	Promoting Civility, Respect, and Camaraderie Across Military and Defense Teams
Senior Leaders & Executives	Leading Across Generations in Military and Civilian Organizations

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Military & Civilian Personnel	Speaking Up When It Matters: Building Psychological Safety in High-Accountability Environments
Military & Civilian Personnel	Permission to Reset: Overcoming Self-Doubt, Fear, and the Barriers That Hold Us Back
Military & Civilian Personnel	A Letter to My Younger Self: How to Lead through Introspection and Self-Reflection
Current & Emerging Leaders	The Younger Leader: Building Credibility When You Lead People with More Experience
Military & Civilian Personnel	Starting Things Off Right: Onboarding People into the Team, Culture, and Work
Military & Civilian Personnel	Reposition That Mirror: Building the Habits and Behaviors of a Rising Leader
Military & Civilian Personnel	Mentoring That Works: Sharing Experience, Developing People, and Building Capability
Current & Emerging Leaders	From Expert to Leader: Making the Transition from Technical Excellence to People Leadership
Military & Civilian Personnel	Strengthening Interpersonal Communication
Military & Civilian Personnel	Growing Your Career: Discipline, Habits, and Taking Ownership of Your Development
Current & Emerging Leaders	The Workplace Apology: Owning a Mistake, Repairing Trust, and Moving Forward
Military & Civilian Personnel	Collaborative Intelligence: Working Effectively with Different Perspectives
Current & Emerging Leaders	Becoming a Trusted Intergenerational Leader
Military & Civilian Personnel	Getting to Know Me: Understanding Your Strengths, Skills, and the Value You Bring
Current & Emerging Leaders	The Humble Leader: Leading With Confidence, Character, and Curiosity
Military & Civilian Personnel	Unleashing the Leader Within: Unlocking Your Leadership Capacity
Current & Emerging Leaders	Communication Foundations for Current and Emerging Leaders
Current & Emerging Leaders	Developing Leadership Excellence for New Military and Civilian Leaders
Senior Leaders & Executives	Enhancing Executive and Strategic Leadership

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<i>Intended Audience</i>	<i>Name of Course</i>
Military & Civilian Personnel	Intergenerational Communication: What You Say, What They Hear, and Why It Matters
Military & Civilian Personnel	Own Your Career: Building an Individual Development Plan and a Path Forward
Military & Civilian Personnel	Increasing Confidence in High-Pressure Roles
Current & Emerging Leaders	Developing People Through Individual Development Plans: Turning the IDP Into a Real Development Tool
Military & Civilian Personnel	Setting and Achieving Personal and Professional Goals
Senior Leaders & Executives	From Survey Results to Action: Turning Employee Feedback into Meaningful Improvement
Military & Civilian Personnel	Becoming a Next-Level Listener and Communicator
Military & Civilian Personnel	Protecting Your Digital Presence in a Defense-Aware Environment
Current & Emerging Leaders	Preparing and Equipping New Leaders
Senior Leaders & Executives	Connecting People to Purpose: Helping Teams Understand Why Their Work Matters
Current & Emerging Leaders	Better Performance Conversations: Clarity, Feedback, Trust, and Accountability
Military & Civilian Personnel	The Power of the Pivot: Navigating Career and Leadership Transitions
Military & Civilian Personnel	The Dance of Opportunity: Recognizing When to Step Forward, Lead, and Grow
Military & Civilian Personnel	Exceptional Service in Mission Support: Serving People with Consistency, Respect, and Accountability
Military & Civilian Personnel	Restoring Morale, Engagement, and Performance After Significant Change
Current & Emerging Leaders	The Art of Building a Multigenerational Leadership Culture
Military & Civilian Personnel	Do Something: Turning Personal and Professional Goals into Action
Current & Emerging Leaders	Crisis-Ready Leadership: Navigating the Unexpected with Confidence
Military & Civilian Personnel	Mentoring Across Generations and Levels of Experience
Current & Emerging Leaders	Building and Sustaining Positive Leadership Energy: Becoming a More Positive, Present, and Engaged Leader

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Why the Defense Sector Trusts Generationology



From large-scale engagements with the U.S. Space Force and the United States Military Academy at West Point to leadership development at White Sands Missile Range, Generationology has worked with the people responsible for some of our nation's most demanding missions.

We understand that success in these environments depends on more than technical expertise. Military and civilian personnel must lead across ranks and generations, communicate clearly across organizational boundaries, work effectively with contractor partners, transfer critical knowledge, build trust, and make sound decisions when the stakes are high.

That is where Generationology brings distinctive value. Our work strengthens the human capabilities that make complex missions possible: leadership, communication, collaboration, mentoring, knowledge transfer, accountability, and Intergenerational Collaborative Intelligence™.

For leaders across the Department of War and the defense industrial base, the question is not whether these capabilities matter. It is whether your people are as prepared to lead, communicate, and work together as the mission requires.

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Leadership Where the Stakes Are High

Military and defense environments demand leaders who can make sound decisions, communicate clearly, build trust, and bring people together across ranks, roles, generations, and organizational boundaries. Those capabilities become even more important when military, civilian, and contractor personnel must work together to accomplish complex objectives.

Generationology develops those capabilities. Our training gives people practical ways to lead more effectively, strengthen working relationships, navigate differences, and build teams that can perform when expectations are high.

Experience with the U.S. Military and Defense Partners



Generationology has proudly partnered with military organizations including the United States Military Academy at West Point, the Space Force, the United States Air Force, the United States Navy, White Sands Missile Range, and the Defense Equal Opportunity Management Institute (DEOMI) and many others. We have also supported government contractors that directly serve the warfighter. Our experience enables us to deliver relevant, real-world leadership development aligned with military culture and operational demands.

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Training That People Participate In

Our workshops are designed to engage people, not lecture at them. Participants work through realistic scenarios, exchange perspectives, practice difficult conversations, solve problems together, and apply what they are learning to situations they recognize from their own work.

The result is an experience that keeps people involved and gives them practical approaches they can use immediately to lead, communicate, collaborate, and perform more effectively.

Proven Results Across the Defense Sector

Generationology has delivered more than sixty leadership and professional development workshops across a wide range of government and defense audiences, impacting tens of thousands of military personnel, civilian leaders, and defense contractors. Our sessions consistently receive outstanding evaluations, with participants highlighting their immediate applicability, relevance to mission needs, and long-term impact on leadership and team effectiveness.

Respect for Responsibility

Every command, unit, and agency brings its own responsibilities, culture, leadership structure, and expectations. We prepare accordingly. We take the time to understand who will be in the room, what leadership expects from the experience, and what participants need to be able to do when they leave it.

Bring Generationology to Your Team

To discuss a workshop, leadership program, or upcoming development requirement:

303-569-6143

Jeff@generationology.org

generationology.org