

That Was Then... This Is Now

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***The first time in history that **five** generations
are in the workplace demographics
Competition for talent is escalating
More generations are working side by side
Productivity is linked to the work
environment***

Generations

Generation Z – born after 1996- 2012

Millennials aka Generation Y – born 1980-1995

Generation X- born 1965-1979

Baby Boomers- born 1946-1964

Traditionalists -born 1945 and before



Traditionalists

Aka: Veterans, The Forgotten; Radio Babies

Strong Work Ethic

Patriotic

Loyal

Dependable

Believe in Hierarchical Management



Baby Boomers

**Aka- ‘Me Generation’
Hardworking
Loyal
Well Educated
Value Cooperation
Face to Face Communication**



Generation X

**Aka: Post Boomers, Xers, The Doers, Baby Bust; 13th Generation
Independent
Critical Thinkers
Think Globally
Skeptical
Life Balance**



Generation Y

Aka: Millennials, GenY, 24/7S, GenNext
Impatient
Technology Literate
Family Focused
Values Flexibility
Values Control
Craves and Needs Constant Feedback



Generation Z

**Aka: Post Millennials, iGen, Homeland Generation
Technology Integrated
Global
Individuality
Multi-Taskers
Less- Focus**



Generation Alpha

**Children of Millennials
Born after 2013
Digital Technology**

Generational Differences

Communication Differences
Career Attitudes
Work Incentives
Formative Life Experiences

Learning to Manage

Corporate Culture
Recruitment
Avoid Labeling People
Look for Commonalities
Set up Informal Mentoring Opportunities

**Strengths
Information Sources
Learning Styles
Influences
Employee Engagement**

Let all Employees Explore Their Leadership Chops
Avoid a one size fits all managerial approach
Keep up with new workplace trends
Communication
What motivates each generation?

**Recognize and Embrace The Differences
Break Out of Routines
Team Them Up
Work life Balance**

Benefits of the Multigeneration Workforce

Attract and retain talent

Team is flexible

Team is more innovative

Team can meet the needs of a diverse public

How to Lead

Be Fair
Develop Everyone
Know and Like Your Employees
Display Continuing Interest
Constructive Criticism

Easing Generational Tension in the Workplace

Mix and Match Employees of all Generations

Value Diversity

Change

**Recognize that Change Happens
Communicate With Others
Be Aware**

Rethink the Processes
Flex Time
Assist with Learning
Change the Culture
Learn from Each Other

How Do We Communicate?

Traditionalists- Tone should be respectful
Baby Boomer- Conversation should be more relational
GenX- Be direct and straightforward
Millennial – Be positive – tie it to goals

Similarities

Vehicle for personal fulfillment
Workplace culture is important
Career development
Flexibility

What Does Workforce 2020 Mean? Who will dominate the 2020 Workforce

Does Age Diversity in the Workplace Guarantee Success?

Myth Busters

**Which generation want constant acclaim?
Which generation think all should get a trophy?
Which generation utilizes social media for work?
Which generation is most likely to change jobs?**

What are the Challenges that face HR

Doing more with less
Communication
New workplace trends
Work/life balance
Motivation

Questions