

Bridging the Gap: Multi-Generational Collaboration

A diverse mix of voices leads to better discussions, decisions, and outcomes for everyone.

~ Sundar Pichai

What to expect today....we will

- identify the generations and what influences a generation
- explore what generations think about work
- discuss ways to build workplace success

And....

I will challenge some assumptions and stereotypes

The Generations—there are now 6!

Traditionalists / Silent Generation	1928 - 1945	78
Baby Boomers	1946 - 1964	59 - 77
Gen X	1965 - 1980	43 - 58
Gen Y / Millennials	1981 - 1996	27 - 42
Gen Z	1997 - 2012	11 - 26
Gen Alpha—yep Alpha	2013	10

What defines a generation?

- “Birth cohort” with similar characteristics, preferences, and values
- Influenced by world events as people “come of age”
- Parenting, technology, and economics are the top 3 trends that shape a generation

- What do you know about the generations?
- What are the stereotypes?
- What events shaped their experiences and they came of age?

Small Group Discussion

- Do you agree with the stereotypes?
- How is this playing out in your work place?
- What are the Challenges and Opportunities?

Personal examples to share?


Benefits of diversity in generations?

Opportunities?

Every Generation brings talents, skills,
knowledge areas, new thoughts and ideas

Small Group Discussion

- How do we build a culture that values inclusion and diversity?
- If you have already achieved that, PLEASE share.
- Is there more to think about in building relationships?



Share the top 2 or 3 Best Practices and/or ideas from your group

Good leadership requires you to surround yourself with people of diverse perspectives who can disagree with you without fear of retaliation.

~ Doris Kearns Goodwin

How does this play out in....

- Recruiting?
- Onboarding?
- Retention?

Strength lies in differences, not in similarities.

~ Stephen R. Covey

Questions— for you and for your team to ask

- What motivates you? What makes you want to do a great job at work?
- What do you expect from your employer/the organization for which you work?
- What do you expect from your supervisor?
- What do you expect from your peers?
- How do you like to be acknowledged for a job well done?
- What makes you leave a workplace/volunteer position?
- When you are seeking new work/volunteer position, what are you seeking?

Managing People from 5 Generations

- Don't dwell on the differences
- Help your team move beyond the labels
- Build collaborative relationships-listen, discuss, communication, transparency
- Study your employees - just like you would any new product or service – conduct annual surveys
- Create cross generational teams and mentoring
- Create an inclusive – and just – workplace
- Develop incentive/benefit plans that reflect where employees are in their lives—one size does not fit all
- CLEAR expectations and accountability

I am not naïve....

I know there are challenges

- Dialogue, Clear Expectations, Accountability are only a start
- Educational systems
- Societal dialogue
- Corporate/business engagement

When we listen and celebrate what is both common and different, we become a wiser, more inclusive, and better organization.

~ Pat Wadors

When seeking ways to connect employees across all generations, there are seven values that matter most to workers of every age, Scott Lesnick (SHRM conference presenter) said:

- Feeling respected
- Being listened to
- Having opportunities for mentoring
- Understanding the big picture
- Receiving effective communication
- Receiving positive feedback
- Experiencing an exchange of ideas

Questions?

Resources you have found?

Other thoughts?

Diversity is about all of us
and about us having to figure out
how to walk through this world together.

~ Jacqueline Woodson

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Resources

***** Navigating the Multigenerational Workplace | Leah Georges | TEDxCreightonU**

Timeline: Key Events in U.S. History that Defined Generations

5 Generations in the Workplace: Their Values and Differences

How to Manage a Multi-Generational Team

Leading a Multigenerational Workforce

5 Generations + 7 Values = Endless Opportunities

Generational Differences in the Workplace [Infographic]

Leadership: Fundamentals, Evolution, Challenges & Future