

Managing the Intergenerational Workforce

Bridging the Generational Divide & Creating an Inclusive Culture

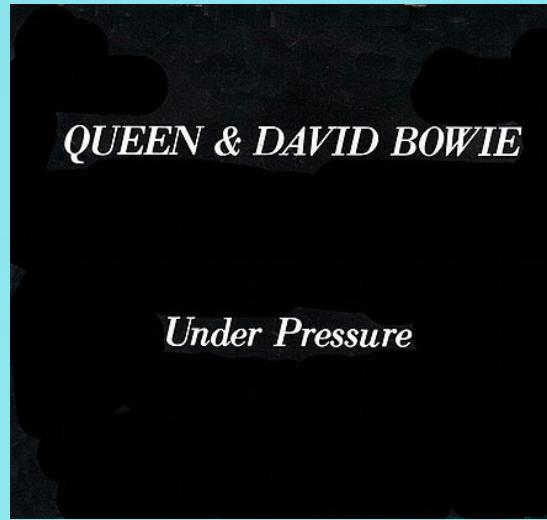
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Music Across the Ages



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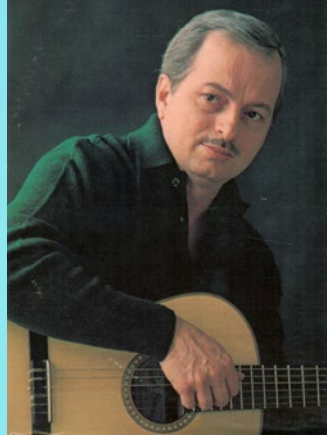
Queen & David Bowie – Under Pressure



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Vanilla Ice – Ice Ice Baby





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Luiz Bonfa - Seville



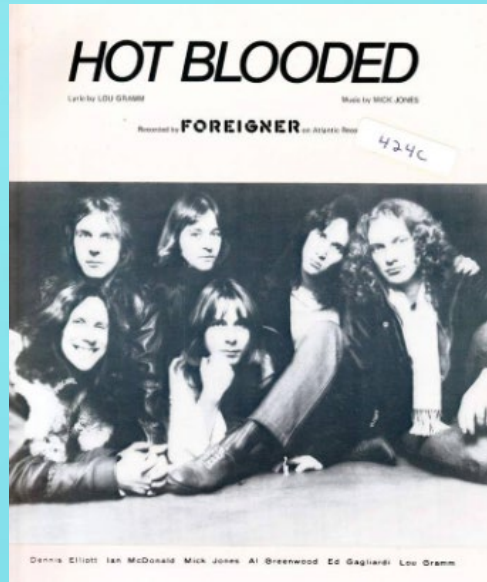
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Gotye – Somebody That I Used to Know

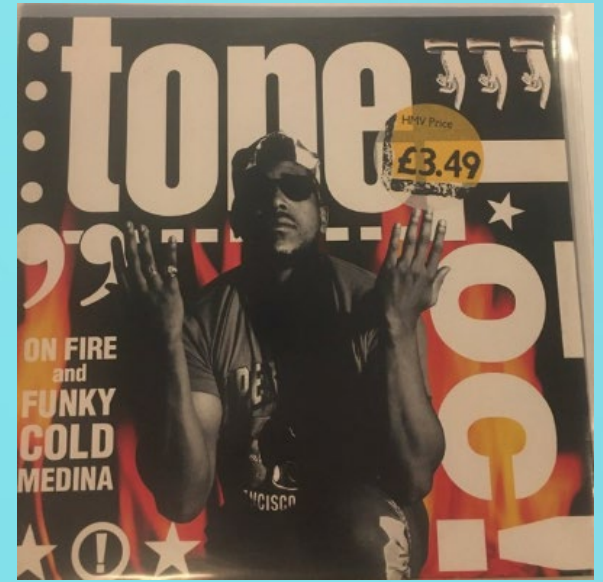




Kiss – Christine Sixteen

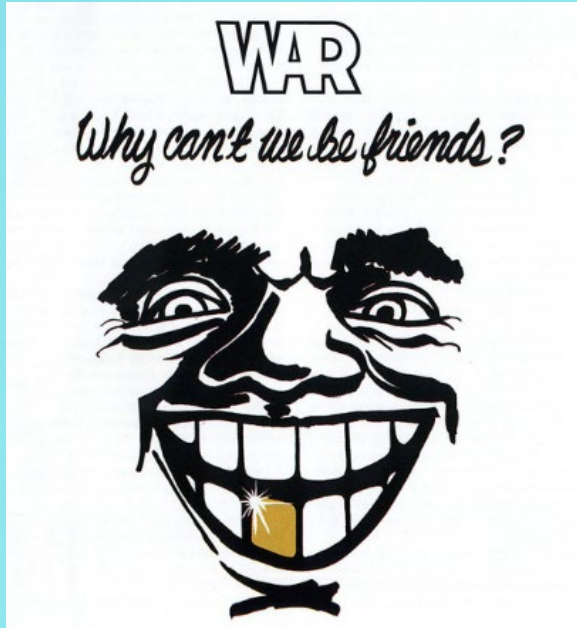


Foreigner – Hot Blooded

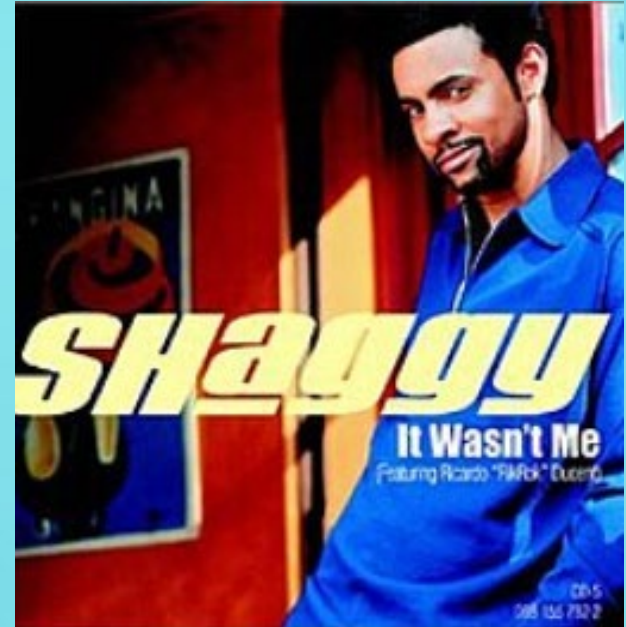


Tone Loc! – Funky Cold Medina





War – Smile Happy



Shaggy – It Wasn't Me



THE GIRL CAN'T HELP IT
LITTLE RICHARD AND HIS BAND



Little Richard – The Girl Can't Help It



Fergie - Clumsy

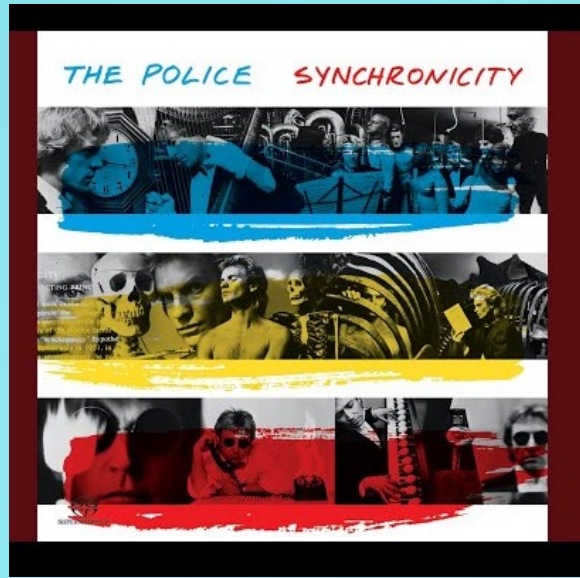


**Hide & Seek –
Imogen Heap**

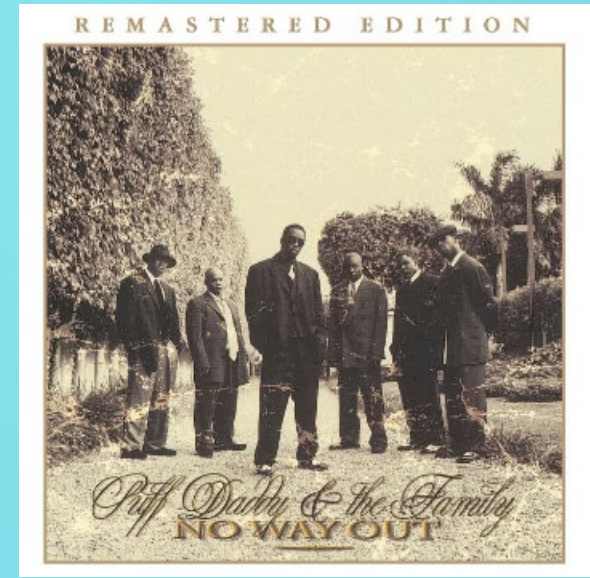


**Watcha Say –
Jason Derulo**





**The Police – Every
Breath You Take**



**P-Diddy & Faith Evans
– I'll Be Missing You**



Today we will...

- Explore the culture talents, expectations, and benefits of engaging a multigenerational workforce within your organization.

Today we will NOT...

- Engage in generational stereotyping

GENERATION NATION: MULTIGENERATIONAL WORKFORCE

Generational Stereotyping...



Silent Generation – 1928 - 1945



- Current Years of Age – 79 to 96
- Generation Size: 19.13 M
- 2% of Workforce

Workplace Environment

- Expect respect
- Security over novelty
- Fulfill job duties
- Open to learning and sharing their knowledge

Workplace Values & Beliefs

- Job for life
- Loyalty to company
- Work within the system
- Work hard
- Respect for positional authority

Baby Boomers – 1946 - 1964



- Current Years of Age – 60 to 78
- Generation Size: 71.6 M
- 25% of Workforce

Workplace Environment

- Expect respect
- Security over novelty
- Fulfill job duties
- Open to learning and sharing their knowledge
- Adapt to digital communication, but value face to face conversations, phone calls, and emails

Workplace Values & Beliefs

- Job for life
- Loyalty to company
- Work within the system
- Work hard
- Respect for positional authority
- Appreciate recognition for their experience & knowledge

Generation X – 1965 - 1980



- Current Years of Age – 44 to 59
- Generation Size: 65.2 M
- 33 % of Workforce

Workplace Environment

- Workplace flexibility
- Relaxed environment
- Rising Power in the workplace
- Comfortable with formal and informal communication, efficient

Workplace Values & Beliefs

- Prefer to work independently
- Skeptical
- Maintain work-life balance
- Resourceful
- Respect for positional authority

Millennials – 1981 - 1997



- Current Years of Age – 27 to 43
- Generation Size: 72.1 M
- 35% of Workforce

Workplace Environment

- Average tenure 2 years
- Same commitment as Boomers and Gen X
- 6/10 have jobs and half of those are part-timers
- Unwilling to compromise family and personal values

Workplace Values & Beliefs

- Don't need to go into the office
- Business should be measured by more than profit
- Work hard, play hard
- Flexibility and career advancement
- Straightforward management and recognition

Generation Z – 1998 - 2014



- Current Years of Age – 8 to 26
- Generation Size: 68 M
- 27% of Workforce

Workplace Environment

- Diversity is the norm
- Career Multitasking
- Entrepreneurial
- Eager to learn – want more L&D
- Collaborate globally

Workplace Values & Beliefs

- Technology is intuitive
- Prefer concise, digital communication
- Critical and selective
- Diversity, Equity, Inclusion, and Sense of Belonging
- Instant Feedback

Gold is Out, Platinum is in

- Tune into people's differences
- Understand the common work habits and personalities of employees of different generations.
- Adapt communication approach to more effectively work with each person's preferences
- Foster a learning culture

Positive Impact

- Accomplish more now – variety of perspectives fuel innovation = leveraging strengths
- Accomplish more later - design strategies for recruiting, personnel management and retention planning

The productivity of both older and younger is higher in companies with mixed-age workers – coined as more productive and creative and noting that they solve problems faster and get better results

- Human Resource Management Journal



Looking for additional development...



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