

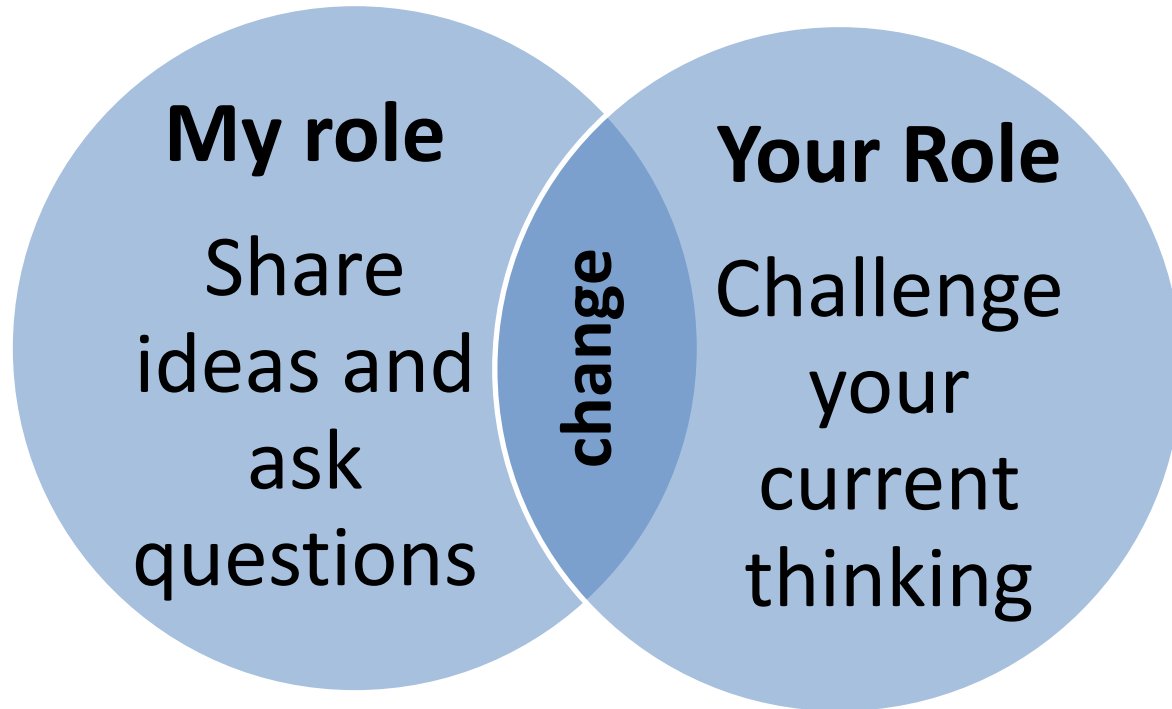


ROSKAMP CHAMPION

Your Partner in Productivity

Managing Multi-Generational Workplaces

Generational Group –
membership to a cohort of
individuals who were born at a
similar time



1. lowan
2. Love Learning
3. Want everyone to enjoy going to work (most days)



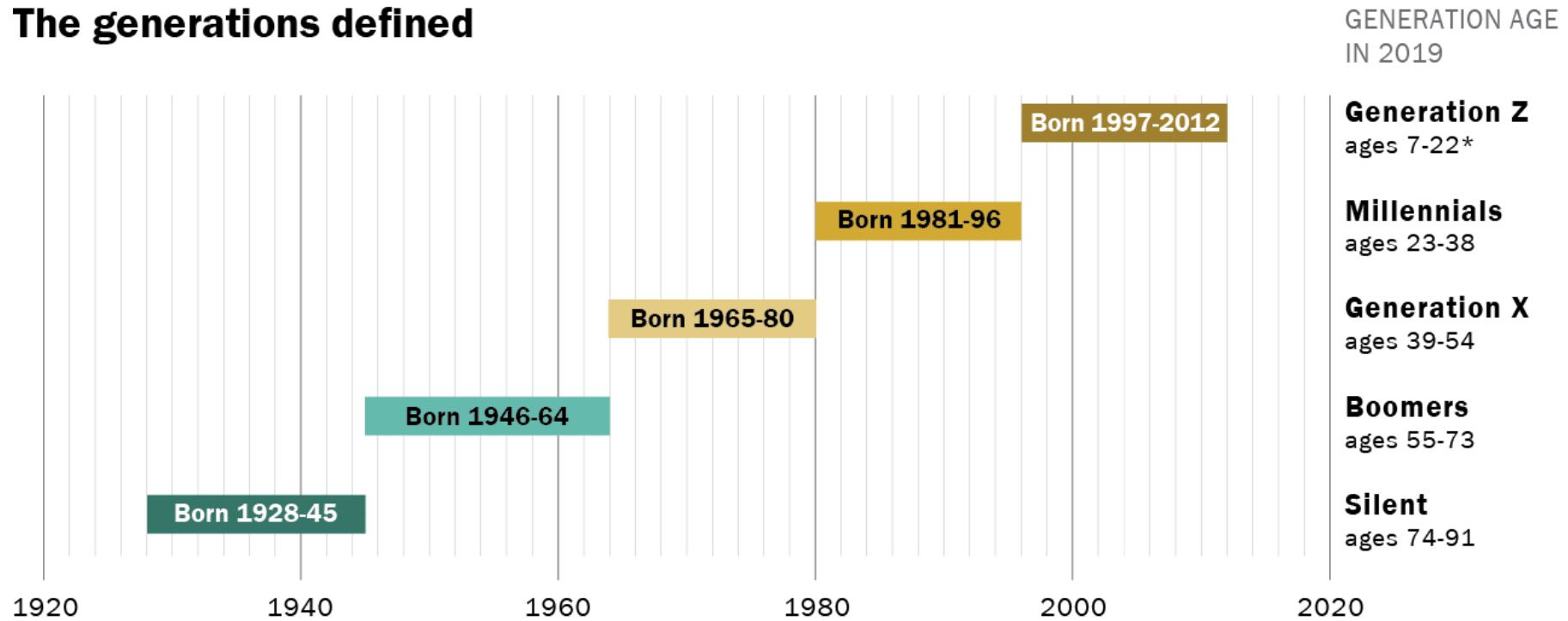
In Conclusion

Generational diversity is a good thing

- Increase your own awareness and appreciation of generations
- Don't get swept up in stereotypes and only focus on differences
- Find Common Ground
- Ask people what they want

Generation Breakdown

The generations defined



*No chronological endpoint has been set for this group. For this analysis, Generation Z is defined as those ages 7 to 22 in 2019.

PEW RESEARCH CENTER

Stop the Stereotypes

- Baby Boomers don't know how to use technology
- Gen Xers are negative cynics who enjoy shredding ideas and hope
- Millennials are entitled and don't know how to communicate
- Gen Zers are job hoppers that ghost employers

What is an example of a false stereotype someone has placed on you?





Search bar: why are boomers

- why are boomers **called boomers**
- why are boomers **so out of touch**
- why are boomers **so sensitive**
- why are boomers **so loud**
- why are boomers **bad with technology**
- why are boomers **the way they are reddit**
- why are boomers **obsessed with minions**
- why are boomers **so rich**
- why are boomers **worried about the economy**
- why are boomers **so sensitive reddit**

Buttons: Google Search, I'm Feeling Lucky

Report inappropriate predictions

Search bar: why are gen x

- why are gen x **called gen x**
- why are gen x **called karen**
- why are gen x **called thirteeners**
- why are gen x **ignored**
- why are gen x **called slackers**
- why are gen x **bad parents**
- why are gen xers **depressed**
- why are gen xers **ignored**
- why are gen xers **called karen**
- why are gen x

Buttons: Google Search, I'm Feeling Lucky

Report inappropriate predictions



Q why are millennials

- Q why are millennials **so**
- Q why are millennials **called millennials**
- Q why are millennials **poor**
- Q why are millennials
- Q why are millennials **so sensitive**
- Q why are millennials **entitled**
- Q why are millennials **so needy**
- Q why are millennials **obsessed with dogs**
- Q why are millennials **so stressed**
- Q why are millennials **so nostalgic**

Google Search I'm Feeling Lucky

Report inappropriate predictions

Q why are gen z

- Q why are gen z **called zoomers**
- Q why are gen z **called gen z**
- Q why are gen z **so sensitive**
- Q why are gen z **so soft**
- Q why are gen z **anxious**
- Q why are gen z **called new silent generation**
- Q why are gen z
- Q why are gen z **making fun of millennials**
- Q why are gen z **so anxious**
- Q why are gen z **the way they are**

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Finding Common Ground – Compromise

Xers and Boomers (Industrial Era)	Common Ground	Millenials (Talent Economy)
Just do it	Communicate the why or bigger picture behind assignment	Why do I need to do this?
Once a year feedback	Create a system for regular feedback	Frequent Feedback

**Source: The Talent Generation: How visionary organizations are redefining work and achieving greater success, Sarah L. Sladek*

What do people want?

- Work that matters
- Flexibility
- Appreciation and support
- Better office coffee



Managing a Multi-Generational Workforce

Do....

- Remind yourself each person has something to offer
- Ask employees what they want out of their professional life
- Lead with why
- Read one article
 - Bridgeworks
 - PEW Research

Don't....

- Label and judge
- Assume you know what motivates employees based on their age
- Ignore knowledge of Gen X & Boomers

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