

Generations at Work

Millennials to Middle Ageds and More!



Learning Objectives:

- What are the generations in the workplace
- Identify each generations work style
- How to avoid workplace misunderstanding & conflicts between generations
- Develop strategies to overcome gap issues
- Identify recruiting & retention strategies that work for each generation

"The single biggest problem in communication is the illusion that it has taken place"

George Bernard Shaw

Offered by:

California Employers Association
Sacramento, CA 95815
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What Makes A Generation?

- Economic & Political Conditions
- Major Crisis
- Social Norms



Association .

What major events impacted my generation?

What is unique about my generation?

Multigenerational Workforce

- 42% of people in the US can retire in the next eight years
- By 2020 millennials will represent 50% of the workforce
- 60% of millennials leave a job in less than three years
- Currently we have a 40 year age gap in the workforce

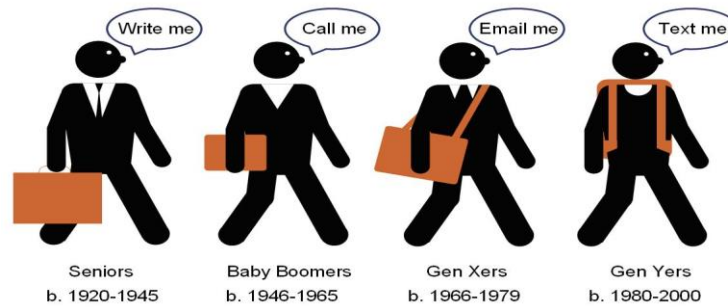


What challenges will the changing workforce have in my organization?

Barriers to Communication

- Experiences, education and life ways predispose us to think & act differently
- Seeing the world differently e.g. generation, culture, and experience
- Not sharing the same meaning in the words we use.
- Being emotionally charged around words/ideas

Our four generation workforce provides challenges



My Notes:

Overcoming these barriers in communications is very important when it come to Workplace Respect

There are benefits:

- *Reduce stress – handle sensitive issues more effectively*
- *Enhanced teamwork*
- *Appreciate yourself and others*
- *Communicate more effectively*
- *Feel better about job*
- *Higher Productivity and Engagement*
- *Greater self-awareness*

It's all about Relationships

- Paying attention
- Interactive communicating
- Active Listening
- Acting on what we learn
- Physical positioning
- Pacing

Recruiting the Next Workforce



- Modernize your toolset
- Job announcements should entice
- Make it personal
- Be Authentic
- Offer more than money
- Discuss career path
- Clear expectation



What does your organization offer to Millennials?

What strategies would you suggest to retain your workforce?

Tips for Motivating

- Invest in training, tools & resources
- Create challenges & milestone
- Involve employee in decision on how to improve their work
- Give feedback & follow up
- Reward Performance



Managing All Generations

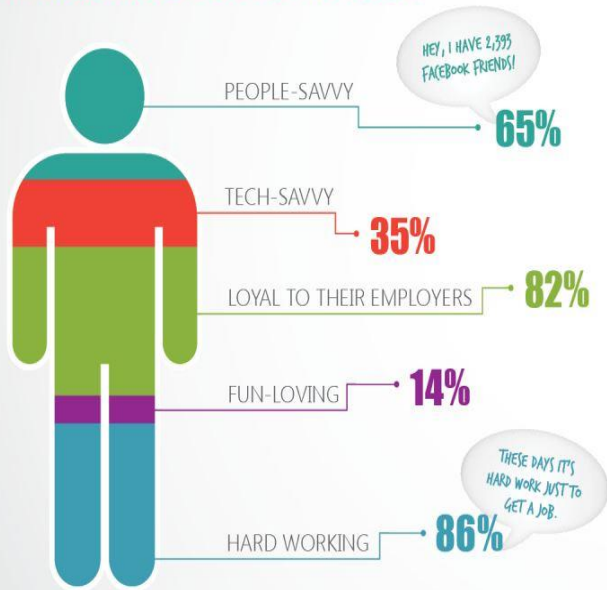
- Avoid judgements & assumptions
- Think “Skills & Passion” not “Age”
- Build & utilize strengths of diverse teams
- Ask... Listen ...Be Flexible
- Provide opportunities to learn



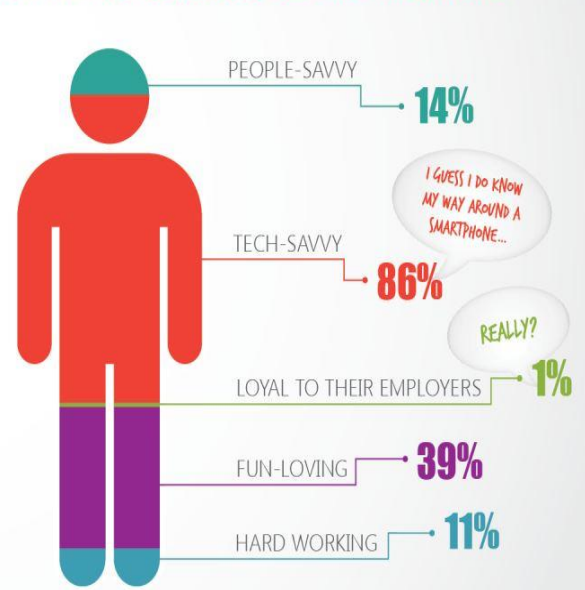
THE GREAT DIVIDE

WORKPLACE PERCEPTIONS THAT MILLENNIALS NEED TO RISE ABOVE

HOW MILLENNIALS DESCRIBE THEMSELVES



HOW HR PROFESSIONALS DESCRIBE MILLENNIALS



Source: A Beyond.com survey of 6,361 job seekers and veteran HR professionals, from April 12 - May 9, 2013.

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Thank you!!

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