Managing The Multi-Generational Mix
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How's my presentation so far?

- It's amazing.  
- It's incredibly amazing!  
- It's aw'right

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how's my presentation so far?
You can respond once:

1. It's amazing.
2. It's incredibly amazing!
3. It's aw'right
What emoji best describes your current state of mind?
What do you expect to learn today?

When poll is active, respond at PollEv.com/dionneking805  📞 Text DIONNEKING805 to 22333 once to join
Learning Objectives

- Identify, understand and leverage the characteristics and social patterns associated with each of the five generations.
- Define how certain responses marginalize and disadvantage underrepresented groups in the workplace.
- Discover five best practices to effectively lead a multi-generational workplace.
Behavioral Objectives

• Implement a plan to shape and strengthen the culture of your organization.
<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>3%</td>
<td>The Silent Generation (born 1900-1945) currently makes up about 3 percent of the global workforce.</td>
</tr>
<tr>
<td>20%</td>
<td>Nexters” or Generation Z (born after 2000) composed another 3 percent of the global workforce, but they make up more of the global population (25 percent) than any other generation. By 2020, they will be out of school, making up 20 percent of the global workforce right behind Millennials.</td>
</tr>
<tr>
<td>50%</td>
<td>Millennials will comprise 50 percent of the workforce worldwide by 2020.</td>
</tr>
</tbody>
</table>
In sum, the two youngest generations together will compose nearly 70 percent of global employees within the next four years, while the older three generations will still be in the workplace.
WHO'S IN THE ROOM?
BIologically
A generation refers to the average interval of time between the birth of parents and the birth of their offspring.

20–25 years in span

sOCIOLOGICALLy
A generation refers to a cohort of people born within a similar span of time who share a comparable age and life stage and who were shaped by a particular span of time (events, trends and developments).

15 years at the upper end
The Veteran/Silent Generation
Age: 66-91
Population: 40 Million
1925-1945

Baby Boomers
Age: 50-65
Population: 95 Million
1946-1964

Generation X
Age: 33-53
1965-1980
Population: 51 Million
Individualism
Work-Life Balance
Adaptability
Flexible

Generation Y/Millennials
Age: 13-33
1981-1994
Population: 75 Million
Innovative
Confidence
Social
Tolerant

Generation z
Age: 11-20
1995-2000...
Population: ___ Million

Social Security
1946-1964
Baby Boomers

Veteran/Silent Generation

Generation X

Baby Boomers

Generation Y/Millennials

Generation z
01 WELCOME THE DISRUPTORS
This TM logo is altered solely for educational purposes only
What hurts more?
What hurts more?
MICRO-INEQUITIES

DISCUSSION/ACTIVITY
Discover Your Bias

Implicit Association Test

- Harvard – Project Implicit Group
- Unconscious Associations
- Educate on Hidden Biases
- Collects data on initial thoughts and feelings outside of conscious awareness and control
NOT
NORMAL
PROMOTE CROSS-GENERATIONAL ENGAGEMENT
• BUILD INNOVATIVE STRUCTURES FOR TEAMS

• PROVIDE CONTINUAL DEVELOPMENT OPPORTUNITIES
03 REDEFINE THE CULTURE
• ASSESS THE ENVIRONMENT

• IMPLEMENT RELEVANT POLICIES & PROCEDURES
04 FIND THE AFFINITY
• VALUE THE STRENGTHS

• DON'T DISCREDIT DIFFERENCES - THEY HAVE VALUE TOO
FOSTER AN ENVIRONMENT THAT IS IN-TUNE
• Speak the language

• Know what motivates
Name one thing you learned today?