LEADING IN THE MULTIGENERATIONAL WORKPLACE

Sheryl Williams
Chief Empowerment Officer
My Generation

Silent Generation
1928-1945
74-91 yrs. old

Baby Boomers
1946-1964
55-73 yrs. old

Generation X
1965-1980
39-54 yrs. old

Millennials
1981-1996
23-38 yrs. old

Generation Z
1997-2012
7-22 yrs. old

Five Generations in the Workplace

Generations as defined by Pew Research Center
Source: Pew Research Center
ARE YOU GETTING A LOT DONE ON THE GRANDPA BOX?

THE WHAT?

THE PEOPLE IN MY GENERATION DO OUR WORK ON OUR PHONES AND TABLETS.

I ALSO HAVE A LAPTOP.

I'LL TEXT THE NINETIES AND LET THEM KNOW.
WHAT’S YOUR GENERATIONAL IQ?
Silent Generation: Has experienced job security and stability
Key Value: Conformity

Rule Followers

Practical Outlook

“Work is an obligation”

Change is: A revolution
Baby Boomers Expect everyone to be workaholics
**Baby Boomers**

**Key Value: Status**

**Workaholics** - Believe success is only achieved through hard work (long hours)

**Optimistic Outlook**

“Work is expected”

**Change is: Managed**
Generation X

Known as the “Me” Generation
Key Value: Independence

Flexible

Skeptical Outlook

“Work is a difficult challenge: a contract”

Change is: Expected
Millennials

Known for skepticism, resourcefulness and self-reliance
Millennials

Key Value: Purpose

Freedom Seekers

Outlook is work to live, not live to work

“Work is a means to an end”

Change is: Fluid
Generation Z

Known as
digital natives
**Generation Z**

- **Key Value: Social Impact**
- **Eager to Work**
- **Outlook is Entrepreneurial**
- **“Work is Alignment with Values”**
- **Change is: Constant**
WHAT ALL GENERATIONS WANT
An Integrated Approach

Assess

Ask

Adapt

Accept

Appreciate
More Change to Come

Cultural & Societal shifts

Technology

Greater workplace Diversity
Heraclitus

"Nothing is permanent, but change."