



Taking the Workplace from Homogenous to Harmonious

# Managing Generational Transitions



# Generational Groupings

## Traditionalist

- Born before 1946
- About 50 million

## Baby Boomers

- Born 1946 – 1964
- 85 million

## Cuspers

Born two years before  
or after the beginning  
of a generation period

## Generation X

- Born 1965 – 1979
- 46 million

## Millennials (Gen Y)

- Born 1980 – 1999
- 73 million

# Traditionalist

- Loyal
- Dedicated
- Hard-working
  - Wise
- By-the-Book
- Depression Era
  - WWII

# Baby Boomers

- Committed
  - Reliable
- Experienced
  - Work-a-holics
  - World-changers
- Civil Rights/Women's Rights Movement
  - Vietnam War
  - Woodstock

# Generation X

- Independent
  - Creative
  - Confident
  - Flexible
  - Disloyal
  - Recession
- Latch-key Kids
- Cable/Videos

# Millennials (Gen Y)

- Tech-savvy
- Quick learners
  - Creative
- Team Players
  - Dependent
  - Impatient
- Computers/Video Games/Internet
  - Multi-cultural Society
  - September 11th

# Gen X in the Workplace

- **Seasoned!** They have been in the workplace for 15-20 years in most cases and many have worked in both private industry and the federal sector.
- **Highly skilled!** They are the most educated generation ever with 60% of them having a college degree or higher.
- **Balanced!** They actively seek a balance in their life and work...even if it means making less money.

# Top 4 Reason Gen Xers Leave

1. To devote more time to family and self.
2. Better job opportunities at another organization.
3. To further their education.
4. To start their own business.

# Retaining Gen Xers

- Maintain open communication and be a transparent organization.
- Support ongoing learning opportunities through tuition assistance, formal training and online training.
- Give them work that is challenging and allows them to be creative.
- They are ready for leadership roles, so promote them.
- Give them the work/life balance they desire.

# Millennials in the Workforce

- **Broke!** Many have large student loans to repay.
- **Experienced!** Many have done internships or community service in a number of areas as part of high school and college requirements.
- **Global!** Many have virtual and real friends around the world because of access to online communities or extensive travel.

# Millennials want....

- Structure and leadership
- Clear guidance and direction
- Inclusion
- Support
- Work/Life balance
- Feedback
- Transparency
- Diversity

# Motivating and Managing Millennials

- Solicit and value their input
- Provide opportunities for skill and career development
- Encourage and provide networking opportunities.
- Utilize their technical-savvy
- Provide genuine continuous feedback

# Motivating and Managing Millennials cont.

- Give them credit for what they know
- Be flexible
- Challenge them
- Show how their work matters to the organization
- Mentoring