

Inspiring Collaboration in Multi-Generational Teams

Panel Discussion



Empowering Women
in Leadership
LCI

Generational Attributes

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	Traditionalists	Baby Boomers	Generation X	Millennials	Generation Z
Era they were born	Pre-1945	1945-1960	1961-1980	1981-1995	Born after 1995
Formative Experiences	World War II Nuclear Families	Cold War & Vietnam War Moon Landings Civil/Women's Right	Challenger & Chernobyl Nuclear Arms Race Rising levels of divorce	9/11 terrorist attacks Play Station	Economic downturn Global warming Cloud computing
Aspiration	Home Ownership	Job Security	Work-Life Balance	Freedom & Flexibility	Security & Stability
Work Ethic	Sacrifice Work is an obligation	Workaholic Work is an adventure	Self-Reliance Work is a challenge	Multi-task Work is fulfillment	Hard Work Work is a way to contribute to social change
Attitude toward authority	Respect them	Replace them	Endure them	Choose them	Not sure I need them
Attitude toward career	Jobs are for life	Careers are defined by employers	Loyal to profession not one employer	Digital entrepreneurs – Work with not for an organization	Career multitaskers
Communication & Style	Formal Letter Individual	Telephone Team Player	Email & SMS Entrepreneur	SMS or Social Media Participative	Hand-held devices Inclusive
Leadership	Command and Control style	Positional leadership	Prefer autocratic and task-oriented leadership styles	Prefer democratic leadership styles	Prefer coaching style and expect positive feedback.
Learning Style	Instructor Lead Classroom	Facilitated	Independent	Collaborative	Pocket Mobile
Attitude toward technology	Largely disengaged	Early IT adopters	Digital immigrants	Digital natives	Techno-holics

Sources



- <https://www.invistaperforms.org/coaching-mentoring-leading-across-generations/>
- <https://shawnjohnsonspeaks.com/generational-comparison-chart/>
- <https://www.summitpsychologicalservices.com/who-are-gen-z-1>
- https://www.nasfaa.org/news-item/12499/Cross-Generational_Compotence_How_to_Get_Multi-Generations_to_Work_Together_Effectively_11_30_am_-_12_30_pm
- <https://kpcompanies.com/how-to-manage-a-multi-generational-workforce/>
- Anupama Kinatukara presentation material summarizing A New Kind of Diversity, by Tim Elmore

Wrap Up



- Provide a variety of communication channels
- Establish a two-way mentorship program and collaborative training
- Put respect front and center
- Don't make assumptions – Have an open mind
- Emotional Intelligence – Empathy
- Foster belonging - Guard against age segregation

Source: <https://www.deputy.com/blog/the-generation-gap-how-to-bridge-the-gap-in-the-workplace>

Source: <https://www.achievers.com/blog/5-ways-to-bridge-the-generation-gap-between-employees/>