

Managing the Generational Gap

Presented by Eileen Oliver-Free

skills.
Grow by growing others

Hands up!



skills.

Raise your hands if you were born between

- 1946 and 1964 (Baby Boomers)
- 1965 and 1980 (Generation X)
- 1981 and 2000 (Generation Y (Millennials))
- after 2001 (The Boomlets)



Opening our eyes to the key traits behind the different generations

- ▶ Baby Boomers
- ▶ Generation X
- ▶ Generation Y (Millennials)
- ▶ Generation Z (The Boomlets)



Communicating effectively across the generations

- ▶ Communication is what makes a team strong
- ▶ Share and use the team's collective wisdom
- ▶ Age diversity, utilized well, makes organisations stronger and increases empathy



Empowering the younger generation to add value to your business

- ▶ Give people the tools and space to be themselves to make their own future
- ▶ Recognise successes and give permission to fail (making sure to capture the learnings too)
- ▶ By focusing on up-skilling, you're empowering people and supporting their future

Retention Strategies

- Everyone wants to feel appreciated and valued. Take time to figure out the approach for each generation you work with.
- Take time to show career progression. Show there are different roles staff can work towards and skills they can gain.
- Growing your people, will always grow your business at the same time

Grow by growing others



skills.



Thank you

skills.

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