

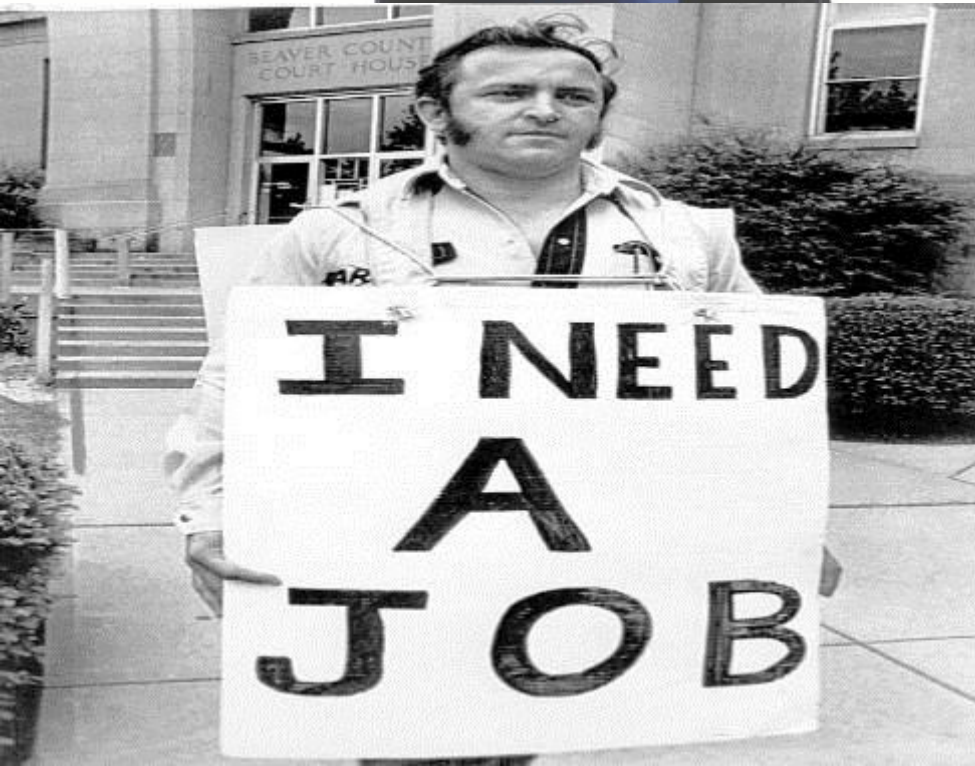
2020 Workplace Five Generations Working Side By Side

JAN BAZOW





Personnel Department



4

MULTIPLE GENERATIONS @ WORK

Generations Working Side by Side in 2015



TRADITIONALISTS
Born 1900-1945

Great Depression
World War II
Disciplined
Workplace Loyalty
Move to the 'Burbs
Vaccines



BOOMERS
Born 1946-1964

Vietnam, Moon Landing
Civil/Women's Rights
Experimental
Innovators
Hard Working
Personal Computer



GEN X
Born 1965-1976

Berlin Wall Fell
Gulf War
Independent
Free Agents
Internet, MTV, Aids
Mobile Phone



MILLENNIAL
Born 1977-1997

9/11 Attacks
Community Service
Immediacy
Confident, Diversity
Social Everything
Google, Facebook



Each generation brings its own view of the world, which creates both opportunities and threats to businesses. **This demands Generational Intelligence!**

MULTIPLE GENERATIONS @ WORK

Five Generations Working Side by Side in 2020



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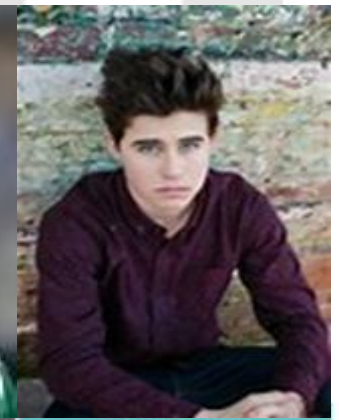
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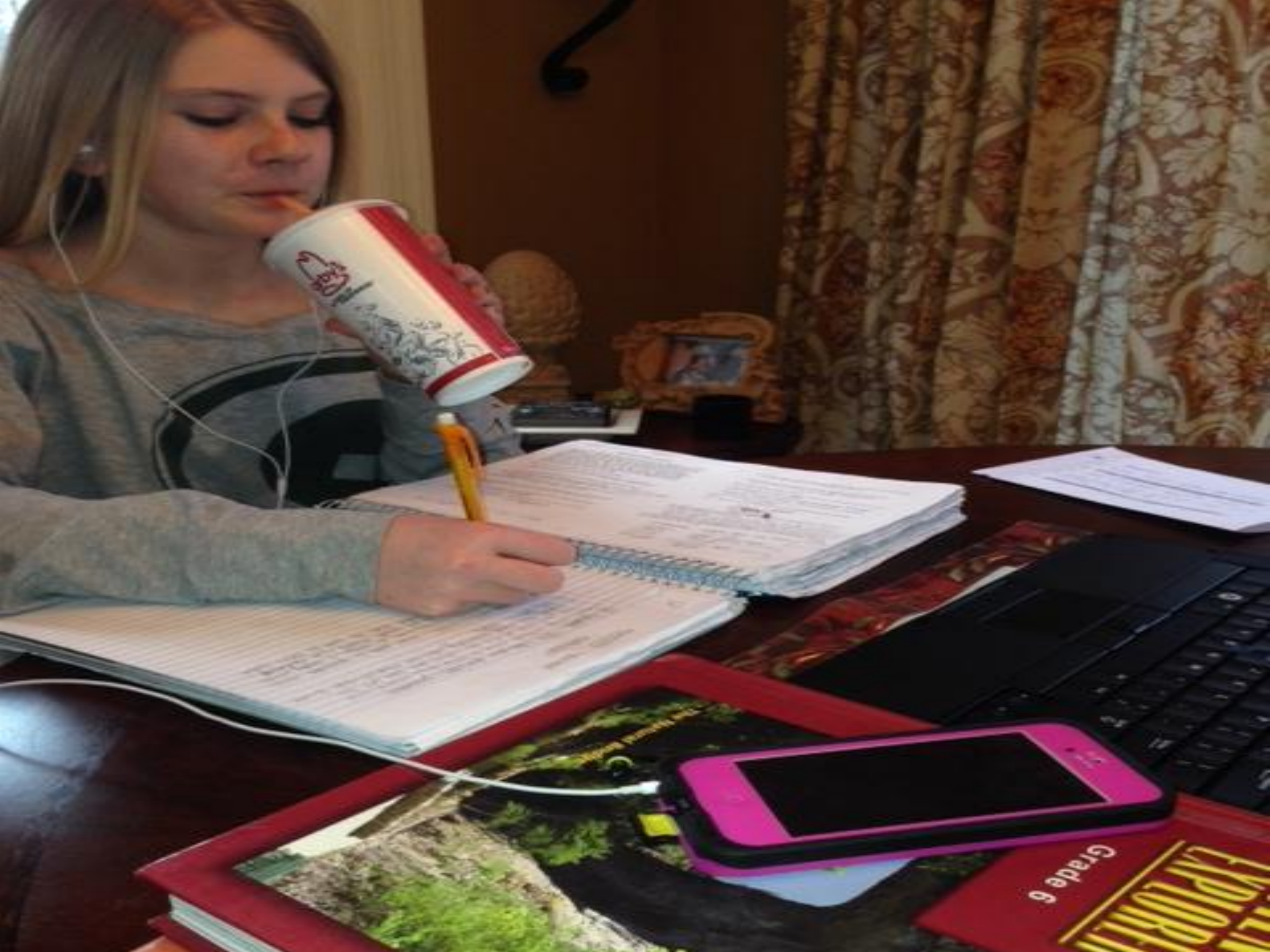
GEN 2020
After 1997

Age 15 and Younger
Optimistic
High Expectations
Apps
Social Games
Tablet Devices

Each generation brings its own view of the world, which creates both opportunities and threats to businesses. **This demands Generational Intelligence!**



*"No, you weren't downloaded.
You were born."*





NOW SHOWING



The Wild, Wild, Workplace



The 2020 Leader

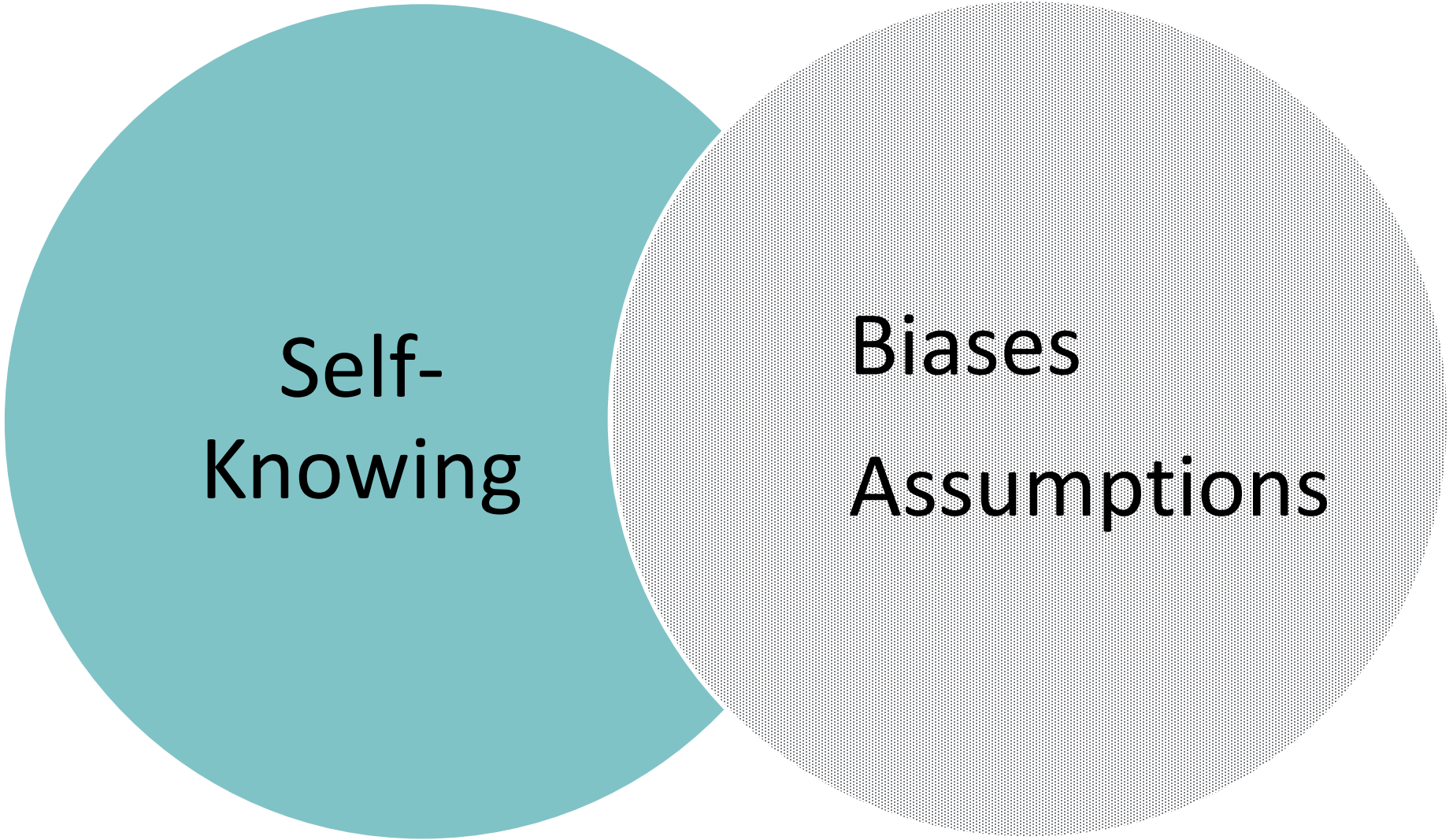
1. Collaborator
2. Developer of self and people
3. Willingness to learn
4. Digitally proficient
5. Culturally and generationally intelligent
6. Willingness and ability to lead change
7. Open to innovation
8. 360 communicator
9. Adaptable



Self-
Knowing

Others-
Centric

Flexible



Self-
Knowing

Biases
Assumptions







Others-
Centric

Get to
Know the
Generations



Traditionalists

need to be respected and have a lot to offer

have lower absenteeism and turnover

high commitment to quality

good communication and work ethic

spirit of loyalty

willing to learn



Baby Boomers

are used to being involved

great mentors

want to be respected for their experience

don't give up on them

deal with resistance by forming a dual mentorship



Gen-X

Independent

family oriented

mistrusts institutions

little patience for policies and procedures

like to be treated like peers

let them know what you expect and then let them work!



Millennials (Gen Y)

accused of being spoiled, yet caring

skilled more than any other generation at technology

may need coaching for tasks beyond their current job description

respect diversity

socially responsible

will do their best when they are connected electronically *and* emotionally



Gen 2020 (Linksters)

flexible schedules to fit in with their busy schedules

technology skills greatest strength

communication skills greatest growing edge

they want to make a difference in their world



Flexible

Move out of
your
generational
comfort
zone



Understanding creates empathy.
Empathy creates connections with others.
Those connections create a world at work
that is grounded in a spirit of generosity instead of the
miserliness of tolerance.

*-Jan Bazow, AKA Cusper
Baby Boomer/Gen X*

Thank you!



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