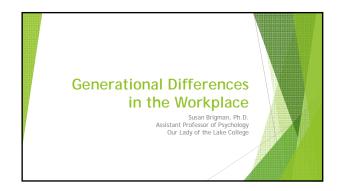
BATON ROUGE BAR ASSOCIATION • JULY 21-23, 2016 POINT CLEAR, ALABAMA • GRAND HOTEL MARRIOTT RESORT

GENERATIONS IN THE WORKPLACE

SPEAKER: SUSAN BRIGMAN, Ph.D.

THURSDAY, JULY 21, 2016 • 3:30 - 4:30 PM



- ▶ What defines a generation?
- ► How do the generations differ?
- ► Are generational differences creating "sticking points" in the workplace?
- ► How can we bridge the gap?

Defining Generations

- ▶ What defines a generation?
 - ▶ Traditionalists
 - ▶Baby Boomers
 - ▶Generation X
 - ▶Millennials

Understanding the Generations

- ► How are the generations different?
 - ▶ Traditionalists
 - ▶Baby Boomers
 - ▶Generation X
 - ► Millennials
- ▶ Limitations of generational research

Workplace "Sticking Points"*

- ► Communication
- ▶ Loyalty
- ► Decision Making
- ► Meetings
- ▶ Dress Code
- ▶ Policies
- ▶ Feedback
- ▶ Respect
- ► Fun at Work
- ▶ Training
- ► Knowledge Transfer
- ► Work Ethic

*Based on work by H. Shaw (2013).

Life/Career Stage Differences

- ► Life Stage Considerations
- ► Career Stage Considerations
 - ▶ What employees want usually is a function of their life stage and career stage, not their generation (Levinson & Deal, 2015).

Bridging the Gap

- ▶ Recognize that stereotypes influence perceptions and can be a hindrance in the workplace.
- Consider life stage and individual career desires of the individual.
- ► Acknowledge differences.
- ► Appreciate differences.
- Find ways to maximize strengths of the individual,

Questions for Discussion

- ► What "sticking points" have you encountered that we did not discuss today?
- ▶ What strategies are you using that seem to reduce workplace "sticking points"?
- ▶ What ideas have we discussed today that you think will help you?

► Thank you!

► <u>Susan.Brigman@ololcollege.edu</u>

References ▶ Deal, J. J., & Levenson, A. (2016). What Millennials want from work. McGraw-Hill. ▶ Kriegel, J. (2016). Unfairty labeled: How your workplace can benefit from ditching generational strenotypes. Jon Willey & Sons. ▶ Project Management Institute (n.d.). Minding the gap: Closing the generational divide on project management. http://www.mni.org/Business. Solutions/-/media/PBV-Business Solutions/Almoins/Sonthe-20Gp. FINAL.ashv. ▶ Shaw, H. (2015). Sticking points: How to get 4 generations working together in the 12 places they come pant. http://mpenerationalcout.com/sticking-points-book/. ▶ Society for Human Research in Management (May, 2013). Generational differences: New way to discriminate http://solo.shrm.org/trends/generational-differences.new.way.to-discriminate* Twenge, J. M., & Campbell, S. M. (2008). Generational differences in psychological traits and their impact on the workplace. Journal of Managerial Psychology, 23(8), 862-877.