Generations Deep Dive

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Cleave = To Unite or To Divide
What famous Gen Xer had to wait for a Boomer to retire to move into his new role as host of The Tonight Show?

Jimmy Fallon
What famous Florida community is known for its retirement appeal to Baby Boomers?

The Villages
Approximately how many Millennials have a body piercing other than an earlobe?

\(\frac{1}{4}\)  \(\frac{1}{2}\)  \(\frac{3}{4}\)

Approximately how many Millennials have a body piercing other than an earlobe?

\(\frac{1}{4}\)
What percentage of Baby Boomers plan to work into retirement?

40%  60%  80%

What percentage of Baby Boomers plan to work into retirement?

80%

AARP and Roper Starch Research 2012
Of the 80 percent of Boomers who plan to work into retirement, what percentage of them are doing so to avoid spending time with their spouse or significant other?

3%  6%  9%

AARP and Roper Starch Research 2012
What percentage of Millennials expect to work across a wider range of hours than their parents (outside of 9-5)?

50%  75%

2011 DeVry University Advisory Board Study
What percentage of Millennials believe their managers have experiences they could share with them?

23% 36% 59%

2013 Harvard Business Review Article, “You’re Probably Wrong About Millennials”
About how many older voters reported knowing an older worker who has experienced age discrimination in the workplace?

20%  25%  33%

AARP 2012 survey
What Have They Won?

Deep Dive

• A deeper dive into:
  – Attract and Retain Employees
  – Change across Generations
  – Performance Management
Who are the generations?

<table>
<thead>
<tr>
<th></th>
<th>WWII</th>
<th>Baby Boom</th>
<th>Gen X</th>
<th>Millennial</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>71 +</td>
<td>52-70</td>
<td>35-51</td>
<td>16-34</td>
</tr>
</tbody>
</table>

Pictures from Google Images

What are the generational bumps you are facing?
Corp Ladder vs. Corp Lattice

Graphic from Dupress.com

Length on the Job

- Millennial
- Gen Xer
- Baby Boomers

Examples of linear career paths
Examples of more varied pathways for growth and development
Skill Building

1. Identify skills that transfer between jobs
2. Identify agency needs, match to employee goals
3. Share and keep vision at heart of discussions

As State and Government Agencies, What Can You do to Attract and Retain Employees?
• Review the handout and discuss how generational perspective impacts performance feedback and delivery.
• How is this similar or different to what you are doing?
• What concerns does this discussion raise for you as a supervisor? For the division?

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**William Bridges’ Change Model**

- **The New Beginning**
- **The Neutral Zone**
- **Ending, Losing, Letting Go**

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**Performance Management**
Discuss:
What types of agency or regulatory changes are coming your way?

Boomers

- Make them part of your processes, get their consensus and participation to win them over
- Recognize their accomplishments, thank them
- Use their knowledge of what’s happened in the history of the project to learn from failures and successes

Boomers lose: Status, Competitive Edge
**Gen Xers**

- Be genuine
- Expect them to be skeptical and not impressed
- Offer them tasks they can do independently, allowing them to report back to the team
- Plan to prove yourself through credibility, not credentials
- Show them the immediate results and pay-off

**Xers lose: Independence, Flexibility**

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**Millennials**

- Don’t allow them to fail miserably as they introduce change – give ongoing feedback
- Help them understand division structure, policies and parameters required for change, including practical advice about people and politics
- Encourage them to bring ideas forward through the right channels
- Help them understand and prioritize change ideas

**Millennials lose: Friendships and Relationships**
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