

Inclusion 247 Podcast

Show notes

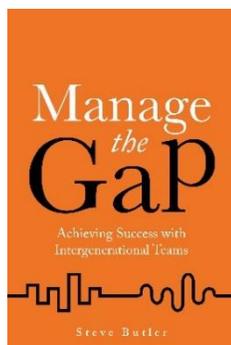
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Episode #10 Achieving Success with Intergenerational Teams



In this episode we talk with Steve Butler author and CEO of Punter Southall Aspire, a national retirement savings business which builds innovative technology led solutions to help corporates and individuals manage their employee benefits and retirement savings.



Steve is author of 'Manage the Gap: Achieving success with intergenerational teams,' which was shortlisted in the 2020 Business Book Awards as an 'Exceptional Book at Promotes Diversity'. Manage the Gap provides advice, learning and best practice to help employers manage age diversity.

Steve writes 'Butler's Blog,' which focusses on generational and workplace diversity issues, he speaks at events and writes regular thought-leadership pieces for industry magazines.

Punter Southall Aspire won the Diversity and Inclusion award at the Reward Awards 2019 and more recently [Management Today's NextGen Culture Award](#)

In this episode we explore the changing workplace. Steve discusses his views on what he sees as an 'analogue generation and a digital generation'. He describes the differences that he sees and experiences between these intergenerational groups.

Steve shares how he has focused his attention as a leader on getting these two cohorts to work effectively together, as well as some of the strategies that he has deployed. This includes establishing a sign in process at the start of every meeting where everyone in the room is encouraged to share what is going on for them (and give a score out of ten) in three key areas:

- Business Life
- Personal Life
- Wellbeing

By adopting this approach Steve reports that the dynamic of the working relationship between colleagues has changed as a result of the shared knowledge and believes his team have a greater appreciation for each other.

Steve also talks about changes in management styles when it comes to flexible working and working from home. He provides some suggestions for managers to help them embrace this way of working.

Steve shares some of the benefits he has observed within his own Organisation by embracing Diversity and Inclusion which include increased staff satisfaction and reduced staff turnover.

Contacting Steve

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About the Show

The **Inclusion 247** podcast is for busy professionals who want to know 'how' to create an inclusive workplace culture.

Throughout this series Teresa speaks to some of the most inspiring thought leaders of today, who will share their knowledge and insight into what it takes to build an inclusive workplace culture.

She guides listeners through her tribe5 Diversity & Inclusion® methodology - from taking stock, raising awareness, to inspiring all stakeholders, building for the future and embedding positive Diversity & Inclusion practices.

The format of the Inclusion 247 Podcast is 30 minutes of conversational-style discussion about ideas relating all aspects of equality, diversity, inclusion and belonging.

About your host

Teresa Boughey is an Award-Winning Diversity and Inclusivity specialist with over 25 years' Senior Leadership experience working with large organizations and their executive boards.

Teresa is a TEDx speaker, a UK Female Entrepreneur Ambassador and a Non-Executive Director. She has been recognised as a Top 100 F:entrepreneur. She is business board member of two All-Party Parliamentary Groups, influencing Government on Policy.

She has appeared on BBC One's Sunday Politics Show and local BBC Radio. Teresa has also been a judge at the UK Biz Awards and UK Employee Experience Awards.

Teresa is the author of the #1 best-selling book ***Closing the Gap – 5 Steps to Creating an Inclusive Culture.***

Closing the Gap has been 'Highly Commended' as an Exceptional book that promotes Diversity in the 2020 Business Book Awards.

<https://www.inclusion247.com/closing-the-gap-1-best-selling-book>



Teresa has aligned her business with the United Nations Sustainable Global Goals, in particular:

- Goal 5 (Gender Equality)

Teresa is an active fundraiser for various charities including The Hunger Project – **Unleashed Women's Project.**