

# Managing a Multigenerational Workforce

## ➤ Overview

In today's workplace, multiple generations coexist and collaborate, each contributing unique traits, perspectives and work styles. This generational mix is a result of higher education levels, evolving career paths and increased career longevity.

## ➤ What is a Multigenerational Workforce?

A multigenerational workforce is comprised of employees from various generations, including the Silent Generation, Baby Boomers, Generation X, Millennials, and Generation Z.

### The Challenge

Managing a multigenerational workforce is essential but can be challenging as five distinct generations work side by side for the first time. Each generation brings its own values, communication preferences and biases, which can hinder effective collaboration.

### Why it's Important

Attraction and retention of a multigenerational workforce is important in a tight labour market. Employers who learn how to navigate the complexities can enhance innovation, productivity, and adaptability.

## ➤ What Can Your Company Do?



### Study Your Workforce

Foster a workplace by understanding your employees and equipping managers with the skills to recognize and adapt to the diverse generational needs and differences.



### Challenge Stereotypes

Encourage mutual understanding and collaboration among employees of different age groups.



### Promote Collaboration

Leverage the strengths of each generation by encouraging cross-generational mentoring and team collaboration. Foster an environment where learning flows both ways.



### Accommodate Personal Needs

Recognize that employees at different life stages have varying career aspirations and personal needs. Tailor support and opportunities accordingly.



### Focus on Results

Emphasize outcomes over the specific paths to achieve them. Encourage a culture of open, honest, and transparent communication.

Embracing age-related differences can foster an environment where all employees feel included and respected, ultimately leading to a positive employee experience and fulfillment of professional potential.