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Overview of Current Generations in Workforce

Four distinct generational groups make up today's workforce and are rapidly changing

Generations	Key Aspects	2025	By 2030
Baby Boomers 1946-1964	Optimistic, competitive, workaholic, team-oriented Motivated by: Company loyalty, teamwork, duty Influencers: Civil Rights Movement, Vietnam War, Watergate Innovations: Moon Landing, Cassettes, Video Tapes	15%	8%
Generation X 1965-1980	Flexible, informal, skeptical, independent Motivated by: Diversity, work-life balance, their personal/professional interests rather than the company's interests Influencers: AIDS epidemic, Fall of Berlin Wall, Gulf War Innovations: Dot-com boom, Apple Computers	28%	25%
Millennials 1981-2000	Competitive, civic-minded, open-minded on diversity, achievement-oriented Motivated by: Responsibility, the quality of their manager, unique work experiences Influencers: 9/11, Columbine/ school shootings Innovations: The internet, Facebook	44%	45%
Generation Z 2001-2012	Global, entrepreneurial, progressive, less focused Motivated by: Diversity, personalization, individuality, creativity Influencers: Life after 9/11, The Great Recession, Access to technology earlier Innovations: Social Media, Smartphones, Virtual Reality	11%	22%

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Fostering Effective Collaboration



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Bridging the Generational Gap Strategies for effective collaboration

1. Foster Open Communication

- Encourage team members to share their preferred communication styles (e.g., email, instant messaging, face-to-face).
- Hold regular meetings where everyone has a chance to voice ideas and concerns.
- Promote active listening—make sure everyone feels heard and respected.

2. Create Opportunities for Cross-Generational Mentoring

- Pair experienced employees with newer team members for knowledge sharing.
- Implement "reverse mentoring" where younger employees teach older colleagues about new technologies or trends.

3. Focus on Common Goals

- Highlight shared objectives and the team's collective purpose.
- Celebrate milestones and successes together, reinforcing unity.



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Bridging the Generational Gap Strategies for effective collaboration

4. Provide Flexibility and Choice

- Allow team members some flexibility in how they approach tasks, recognizing that different generations may have different work habits.
- Offer various training methods (in-person, online, self-paced) to accommodate different learning preferences. Understand the preferred learning styles by generation:

Baby Boomers	Generation X	Millennials	Generation Z
Formal, structured learning Classroom instruction - live	Hands-on learning and self-paced exploration Online training options	More group activities and social learning opportunities Prefer blend of e-learning and interactive content	Bite sized, interactive, and visually engaging content Individualized and personal learning experiences

5. Address Stereotypes and Biases

- Educate teams about generational stereotypes and encourage open dialogue to dispel myths.
- Focus on individual strengths rather than age-based assumptions.

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A Multi-Generational Workforce



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Benefits of a Multi-Generational Workforce

1. Broader Perspectives and Ideas

- Team members from different generations and backgrounds bring unique viewpoints shaped by their life experiences, education, and cultural influences.
- This diversity leads to richer brainstorming sessions and more creative problem-solving.



2. Enhanced Learning and Knowledge Sharing

- Experienced employees can mentor younger colleagues, sharing institutional knowledge and industry insights.
- Younger team members often introduce fresh approaches, tech-savvy solutions, and new trends.



3. Improved Decision Making

- Teams with varied ages and experiences tend to evaluate decisions more thoroughly, considering both tried-and-true methods and innovative options.
- This balance reduces groupthink and increases the likelihood of making well-informed choices.



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Benefits of a Multi-Generational Workforce

4. Greater Adaptability

- A mix of experience levels helps teams respond effectively to change.
- Seasoned employees offer stability during transitions, while newer members may embrace and drive change with enthusiasm.

5. Increased Employee Engagement and Retention

- Inclusive teams where everyone's contributions are valued foster a sense of belonging and respect.
- Employees are more likely to feel engaged and stay with organizations that appreciate diverse backgrounds and experiences.



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Key Takeaways

Mentorship

- Experienced employees should mentor younger colleagues.
- This dynamic builds a more resilient and adaptable workforce that encourages innovation.
- Mutual learning and respect is fostered.

Communication

- Consider team members preferred communication methods
- Communicating effectively builds stronger relationships, improves productivity, and boosts engagement.
- This facilitates knowledge sharing and a smoother transition of information

Training

- Offer various training options to accommodate different learning styles
- This supports skill development and gives equal opportunities.
- Employees are more likely to actively participate and contribute when training feels relevant and accessible to them.

Leadership Support

- Leadership support drives workplace culture and directly influences employee satisfaction and performance.
- Providing support and feedback based on generational preferences displays thoughtful leadership.
- Employees are more likely to build trust and share concerns.

Continuous Development

- Host ongoing trainings like this one to discuss generational collaboration.
- Encourage open dialogue and solicit feedback on initiatives.
- Encourage informal interactions such as happy hours and other after-work events where employees can share experiences and build relationships.



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Thank You

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