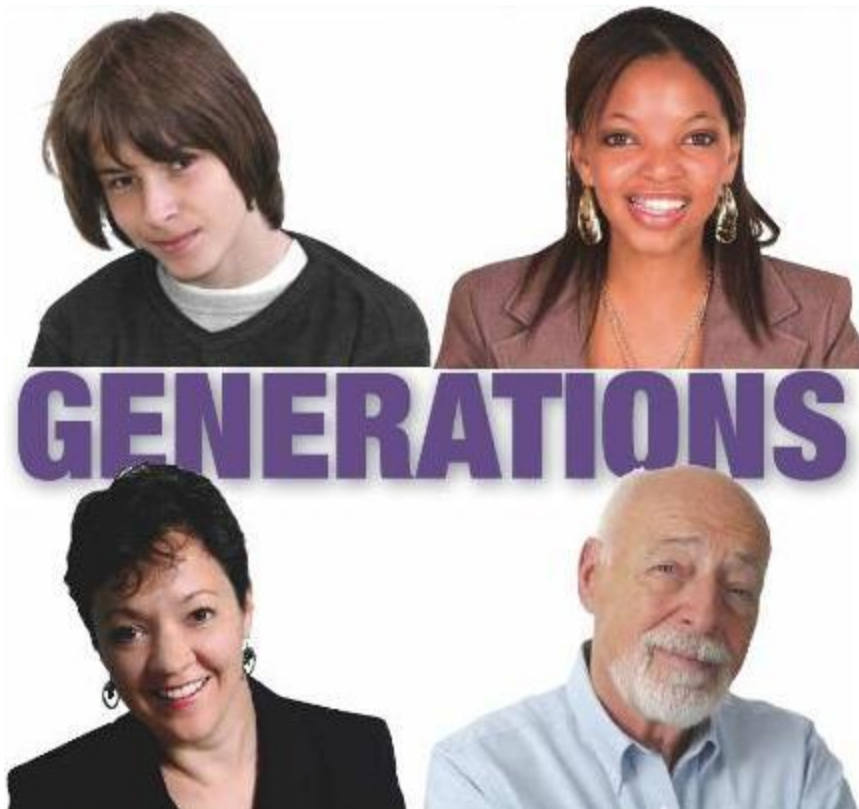


# From 18 to 80: Thriving in the Multi-Generational Workplace



*Triangle Consulting*

# *Goals:*



- Understand the historical perspective of each generation.
- Understand the values and workstyle preferences of each generation.
- Identify strategies for more effective work relationships.

# Millennial Communication Strategies:

## When working with Millennials:

- Nurture them.
- Be open and friendly.
- Make it fast and fun.
- Give them opportunities for collaboration.



## If you are a Millennial:

- Strive for independence.
- Look for a mentor.
- Listen more, talk less.
- Learn to deal with conflict.

# Gen X Communication Strategies:

## When working with Xer's:

- Use technology.
- Get to the point.
- Be sincere.
- Problem solving orientation.
- Training.



## If you are an Xer:

- Engage with your team.
- Ask for what you need.
- Be patient with the process.
- Lighten up!

# The Four Generations at Work

- **WWII (Silents) 1928-1946**



- **Baby Boomers 1946-1964**



- **Generation X 1964-1982**



- **Millennials 1982-2000**



# Boomer Communication Strategies:

## When working with Boomers:



- Friendly and welcoming.
- Inclusive.
- Give opportunities for feedback.
- Provide Acknowledgement.

## If you are a Boomer:

- Walk your talk.
- Don't take it personally.
- Be sincere.
- A little less process...

# Veteran's Communication Strategies:

## When working with Veterans:

- Face to Face.
- Formal/chain of command.
- Linear/task oriented.
- Utilize the history they hold.



## If you are a Veteran:

- Share your history.
- Be a mentor.
- Stretch your. “adaptor” muscles.

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*It's not about them, it's about you*