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By walking the walk, and talking the talk, this career industry leader hopes she will never stop being a teacher.



uOttawa

Capitalizing on the Power of Multi-Generational Teams



Agenda

- **Who are the Generations?**
 - *Where do you fit in?*
 - *Who are those who have come before?*
- **What are the puzzle pieces that need to be understood to leverage the power of the multi-generational team?**
 - *And tips on how you can implement.*
- **Grabbing their Attention!**

The **5** Generations



Traditionalists



Baby Boomers



Generation X



Millennials



Generation Z

What are the puzzle pieces that need to be understood?

- The golden key that is Communication
- As much as we are different...we are the same.



What slang did you use?

A word cloud shaped like a traditionalist generation profile, featuring terms like 'Traditionalist Generation', 'Job Security', 'Stability', 'Loyal', 'Hard Work', 'Respect', 'Commitment', 'Team Player', 'Technically Challenged', 'Consistency', 'Sacrifice', 'Avoids Conflict', 'Respects Authority', 'Part Of A Bigger Cause', 'Thrives On Praise', 'Resistant To Change', 'Loves Human Interaction', 'Relationships', 'Stability', 'Job Security', 'Technically Challenged', 'Hard Work', 'Respects Authority', 'Part Of A Bigger Cause', 'Thrives On Praise', 'Resistant To Change', 'Loves Human Interaction', 'Relationships'.

Baby boomers

hardworking, passionate, independent, goal-oriented, dedicated, workaholic, resourceful

Oklahoma City bombing

NAFTA

Rap/Hip Hop

Slacker

CDs, DVDs

Singles

GENERATION X published

Breakfast Club

Kurt Cobain

Gulf War

“war on drugs”

Monica Lewinsky scandal

Video Games

O.J. Simpson trial

GEN
1 9 6 5 - 1 9 8 0

Fall of Soviet Union

Personal Computer

Space Shuttle Challenger

L.A. riots

World Wide Web

Napster

Berlin Wall falls

AIDS

Y2K bug

Grunge-Alternative

Dotcom boom

MTV

The Simpsons

[illegible]

The background of the image consists of several overlapping, torn pieces of white paper. Each piece of paper has a large, bold, black question mark printed on it. The papers are scattered and layered, creating a sense of depth and confusion. The question marks are the same size and style, but their positions are random due to the torn paper effect.

What are the similarities between generations?

What do you think the top similarity
is between generations?

similarity



Leaders that are engaged in their success.

- Interaction by senior leadership with entry level employees
- Participatory involvement in their progression
- Teams thrive on frequent communication and feedback



Appreciation and Recognition

- Opportunity for Development
- Create a structure (formal or informal) that gives them access to cross generational mentoring
- Creating a sense of fairness



Work-Life Balance

- More active workplaces
- Time off
- Freedom and flexibility when it comes to completing tasks
- Safe guarding mental health

A close-up shot of a person's hand holding a smartphone with a blue case. The person is wearing a blue scrunchie and a blue bracelet. The background is blurred, showing other people in a crowd.

Recruiting?
What to remember when grabbing their attention!





Older workers are NOT more expensive – so hire them!

- Set a pay scale and let candidates decide if they want to apply
- 40% of retirement aged Canadians still working
- Hire experience!

The University of Ottawa – CO-OP Programs





Questions?