#### **Nicole Miller**

#### Assistant Director of Learning and Curriculum Development, University of Ottawa

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





### 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!



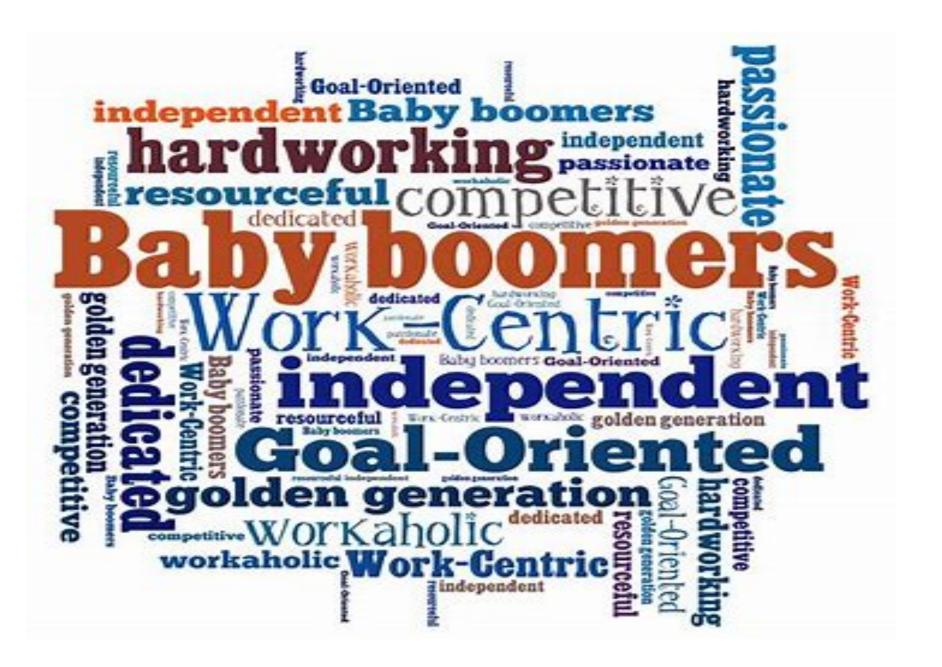
What are the puzzle pieces that need to be understood?

The golden key that is Communication

As much as we are different...we are the same.

## What slang did you use?





Oklahoma City bombing

#### NAFTA Rap/Hip Hop

Slacker

Singles

GENERATION X published

Breakfast Club

Kurt Cobain

Gulf War CDs, DVDs "war on drugs"

Monica Lewinsky scandal

Video Games O.J. Simpson trial



#### Fall of Soviet Union

Personal Computer Space Shuttle Challenger

.A. riots

AIDS

**Grunge-Alternative** 



World Wide Web Napster

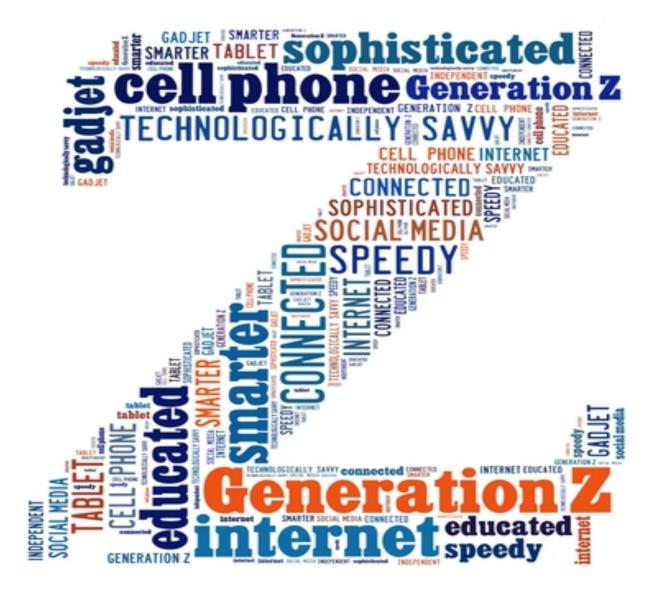
Berlin Wall falls

Y2K bug

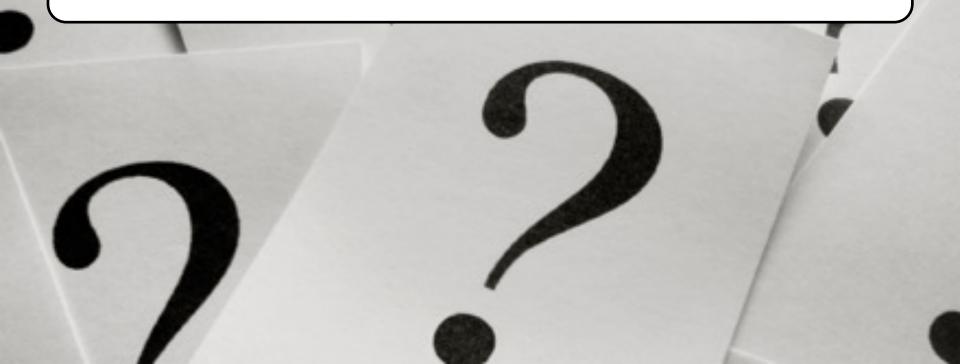
Dotcom boom

The Simpsons





#### 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

#### 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!



## Questions?