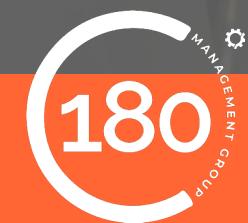# Bridging the Gap:
The Generational Divide

Introduction

In today's dynamic workplace, a tug and pull is unfolding among four distinct generations: the seasoned Baby Boomers, the pragmatic Gen Xers, the determined Millennials, and the tech savvy Gen Zers. Each group brings its unique set of values, priorities, and preferences to the table, shaping the dynamics of modern workplaces in profound ways. However, this diversity can sometimes lead to friction, as different generations may have conflicting beliefs and expectations. In this session:

1. Participants will learn the unique skill sets that each generation brings for synergetic cooperation.
2. Participants will gain perspective and understanding in overcoming generational obstacles in the workplace.
3. Participants will be able to define psychographic diversity and the role it plays in bridging the generational divide.

Generations (Purdue Global)

Baby Boomers	1946 – 1964
Gen X	1965 – 1980
Millennials	1981 – 2000
Gen Z	2001 – 2020

Information Sharing

Managing a team project, there is info that everyone needs to access for the project to be executed well:

- Info written, requires a meeting

- Info written and entered into a system, requires an email

- Info entered into a system, email as a courtesy

- Info entered into a system, no further steps

Generation Descriptions (Purdue Global)

Baby Boomers	Competitive Workaholics
Gen X	Flexible Independents
Millennials	Competitive Over-Achievers
Gen Z	Global Entrepreneurs

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Information Sharing Across Generations

B

Competitive Workaholics
Written info;
Requires a meeting

X

Flexible Independents
Written & stored info;
Requires a meeting & email

M

Competitive Overachievers
Stored info;
Email as a courtesy

Z

Global Entrepreneurs
Stored Info; no other communication

C180

Understanding generational values is the glue to bridging the gap.

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Both wisdom AND skill are needed to run a successful organization.

Tools to Bridge the Gap

1   Identify change champions.

2   Redefine work and roles.

3   Communicate intentionally.

The Cost of Change

Thank You!

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