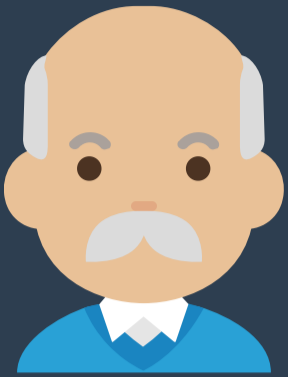


Mastering the

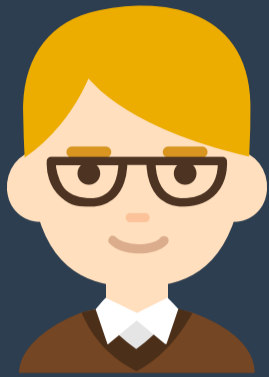
Multigenerational Workforce

How to motivate, develop, and retain the best talent from each generation



Baby Boomers
1946 - 1964

Resourceful
Enjoy Mentoring
Strong work ethic



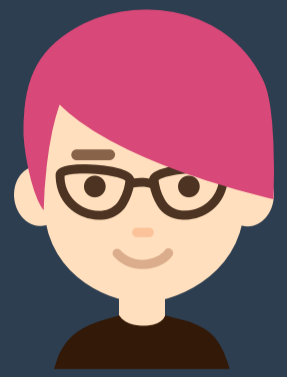
Gen X-ers
1965 - 1979

Entrepreneurial
Innovative
Strong communicators



Millennials
1980 - 1995

Tech-savvy
Collaborative
Natural problem solvers



Gen Z-ers
1996 +

Digitally fluent
Practical
Flourish in diverse workforces

What do they want from work?

A loyal employer
Hierarchical culture
The chance to mentor others
Recognition

A trustworthy employer
Problem - solving opportunities
Challenges
Autonomy

An empathetic employer
Career growth
Training for new skills
Flexibility

A culturally competent employer
Competitive wages
Mentorship
Stability

How to motivate them

Utilise and honour their experience and dedication
Offer post retirement opportunities or benefits
Offer opportunities for inter-generational collaboration

Engage their critical thinking skills
Give them frequent high-level projects to develop and execute
Encourage them to attend leadership programs, conferences and events

Prioritise transparency within the business and career progression
Encourage innovation, creativity and experimentation
Provide a flexible, modern working environment

Provide on-the-job training and/or study support to advance their skills
Give immediate feedback and reinforcement
Promote a fun, diverse and inclusive culture with a healthy work/life balance