



Intergenerational Dynamics at Work

Leah Georges, PhD

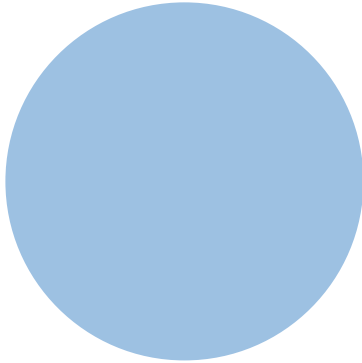
Panelists: Nomsa Khalfani, Emily Yeatts, Jacki Witt



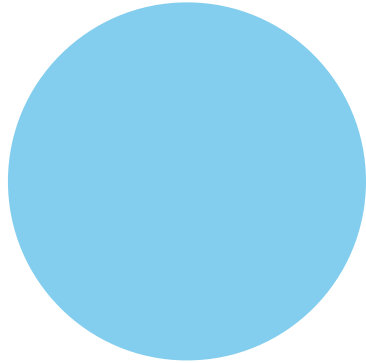
2020 NFPRHA
NATIONAL CONFERENCE

Speakers

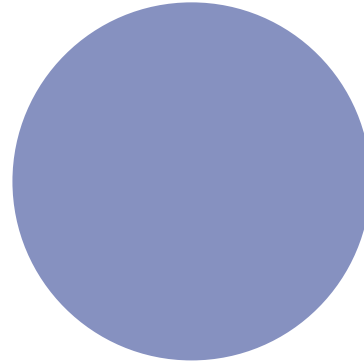
Leah Georges



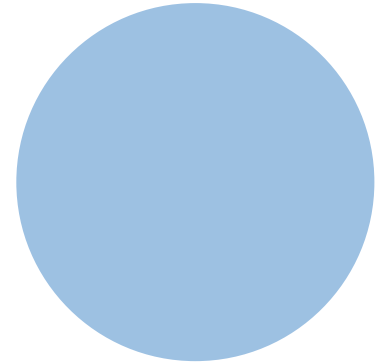
Emily Yeatts



Nomsa Khalfani



Jacki Witt



Objectives

- Describe myths, misconceptions, and real differences in generational approaches to work.
- Examine challenges to collaboration among work teams from diverse backgrounds, generational or otherwise.
- Identify strategies available to improve collaboration in the workplace among diverse teams.

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“Gen Y. vs. Boomer: Workplace Conflict Heats Up”

“Bridging the Generation Gap”

“Intergenerational Warfare”

“The Great Generational Divide”

“When Generations Collide”

“How to Confront the Millennials”

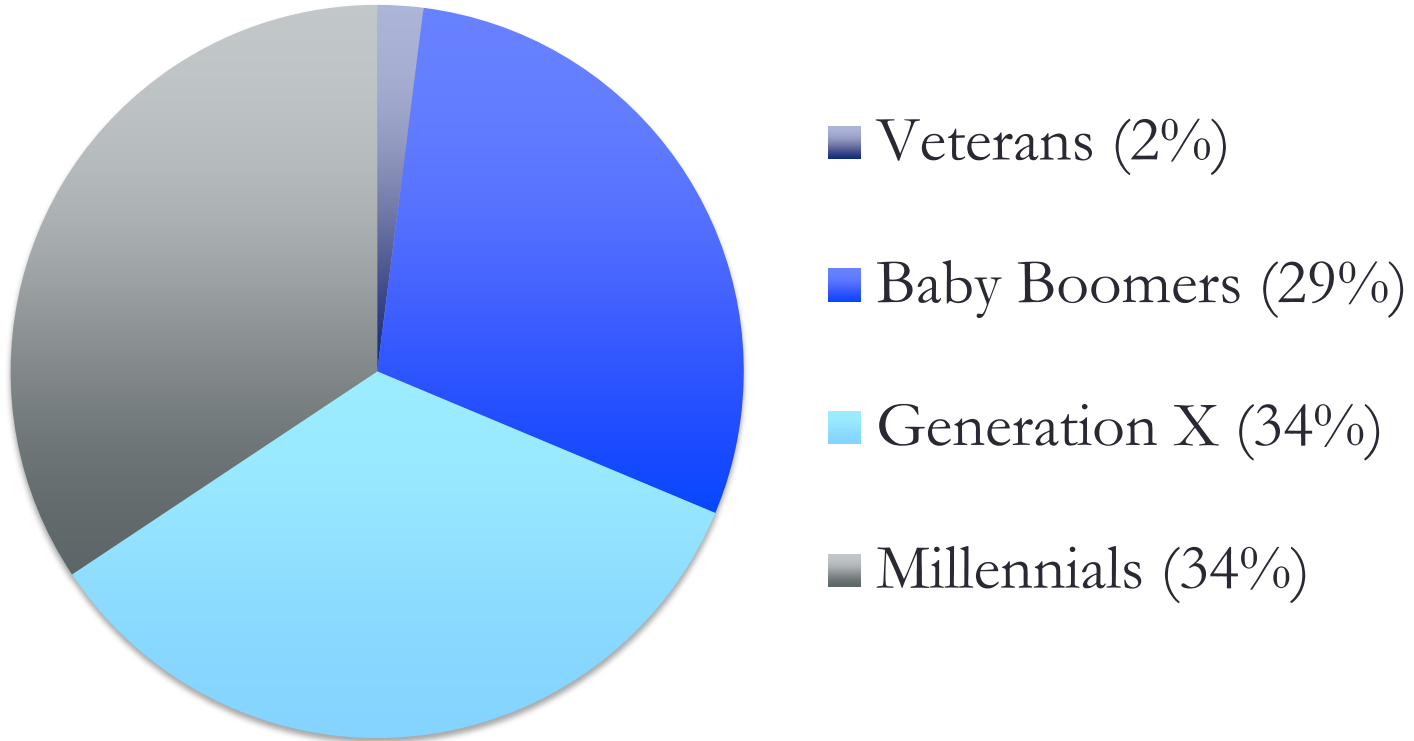
“Managing the Clash of Veterans, Boomers, Xers and Nexters
in your Workplace”

“Motivating the ‘What’s in it for Me’
Workforce”

“7 Reasons Millennials are the Worst Generation”

Generation	Birth Years	Also known as...
Veterans	1922 - 1943	Greatest Generation Silents Matures Traditionalists
*Baby Boomers	1944 - 1960	“Me” Generation
Generation X	1961 - 1980	Lost Generation Latchkey Generation
Millennials	1981 - 2000	Generation Y Generation “Why”
Generation Z	2001 - present	Generation 9/11

Generations at Work



Pew Research Center, 2016 (1Q)



**What are the top 3
challenges working in a
multigenerational
organization?**



why are baby boomers

why are baby boomers **called that**

why are baby boomers

why are baby boomers **so conservative**

why are baby boomers **so stupid**

why are baby boomers **so arrogant**

why are baby boomers **so rude**

why are baby boomers **the worst generation**

why are baby boomers **racist**

why are baby boomers **so important**

why are baby boomers **so angry**

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why is generation x

why is generation x **so cynical**

why is generation x **called that**

why is generation x **so angry**

why is generation x **ignored**

why is generation x **so small**

why is generation x **called the lost generation**

why is generation x **so stupid**

why is generation x **frustrated with baby boomers**

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why are millennials |

why are millennials **so obsessed with food**

why are millennials **so stupid**

why are millennials **lazy**

why are millennials **liberal**

why are millennials **the way they are**

why are millennials **so sensitive**

why are millennials **getting fired**

why are millennials **so rude**

why are millennials **so hated**

why are millennials **so important**

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why are generation z |

why generation z **is screwed**

why generation z

why **is** generation z **so stupid**

why **is** generation z **important**

People have been talking about
generations for decades...

But are they real?

It has been six years.





A word about
“young” millennials and
generation z...



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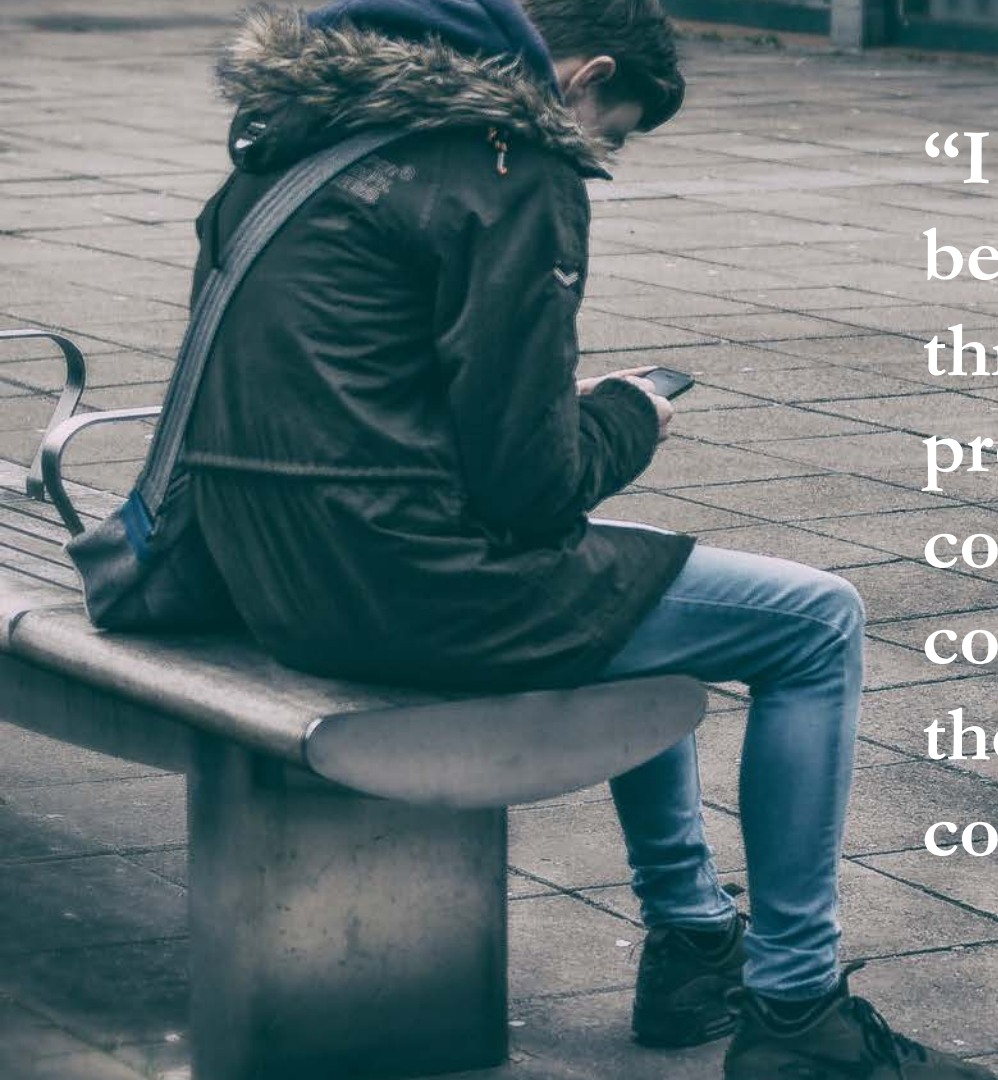






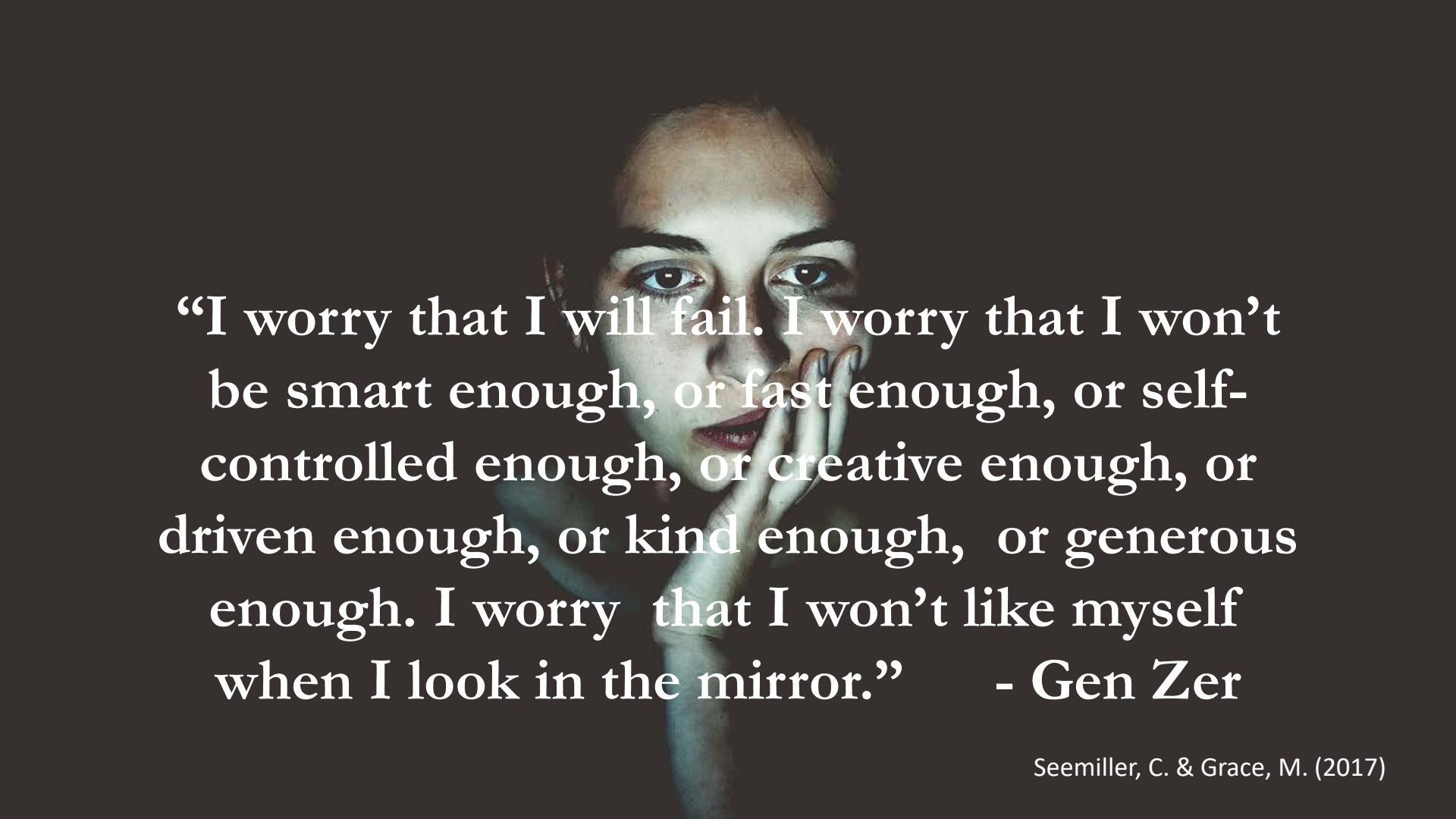


Connected
Digitally



“I feel like we love to live behind our screens, and through our social media profiles, however when it comes to face-to-face communication, we lack the ability to carry on a conversation.” – Gen Zer

Seemiller, C. & Grace, M. (2017)

A woman's face is visible in the background, looking directly at the camera with her hand near her chin. The image is dark, with the woman's face and the text being the primary light sources.

“I worry that I will fail. I worry that I won’t be smart enough, or fast enough, or self-controlled enough, or creative enough, or driven enough, or kind enough, or generous enough. I worry that I won’t like myself when I look in the mirror.” - Gen Zer



Innovative

“I feel like the root of a better future really is love. Unconditional. Not only toward those who look like us or think like us or whose priorities and orientations resemble ours. I know that answer simplifies really complex issues, and there are a million actions we have to take to actually make this world a better place, but...they all start with love.”



– Gen Zer

In 1990...

I think we forgot.

I've never met a generation.

A close-up photograph of two hands shaking in a firm grip. The hand on the left is wearing a dark suit sleeve, and the hand on the right is wearing a light-colored suit sleeve. The background is bright and out of focus, suggesting an outdoor setting with sunlight. The text "Meet People Where They Are" is overlaid on the left side of the image in a white, serif font.

Meet People
Where They Are

A perspective view looking down a long, dark, circular tunnel. The walls of the tunnel are made of a material with concentric circular patterns, possibly wood or metal. At the far end of the tunnel, there is a bright, glowing light source, creating a strong lens flare effect. The overall color palette is warm, with various shades of brown and gold.

Stop trying to fit a square peg into a
round hole

Stubborn is not a transferable skill

A field of yellow tulips with one red tulip standing out. The red tulip is in the center, slightly to the left, and is the only one of its color in the field. The yellow tulips are in various stages of bloom, some are fully open and some are still buds. The background is a soft-focus field of more yellow tulips.

Individualize your approach
Consider each person's “onlyness”







Be willing to teach
Move beyond formal
trainings and into the
parking lot



Be willing to learn
Embrace others' wisdom and history

A 3D rendering of four rectangular boxes arranged in a row on a reflective surface against a teal background. The third box from the left is open, with its top flaps raised, and it glows with a bright yellow light from within. The other three boxes are closed and have a dark, metallic grey finish. The lighting creates soft shadows and highlights on the boxes and the floor.

Practice generational humility
Don't think less of yourself...



Please keep
wondering

My challenge to you...



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THANK YOU



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National
Family Planning
& Reproductive Health Association