

# Dealing with the Generations in the Workplace

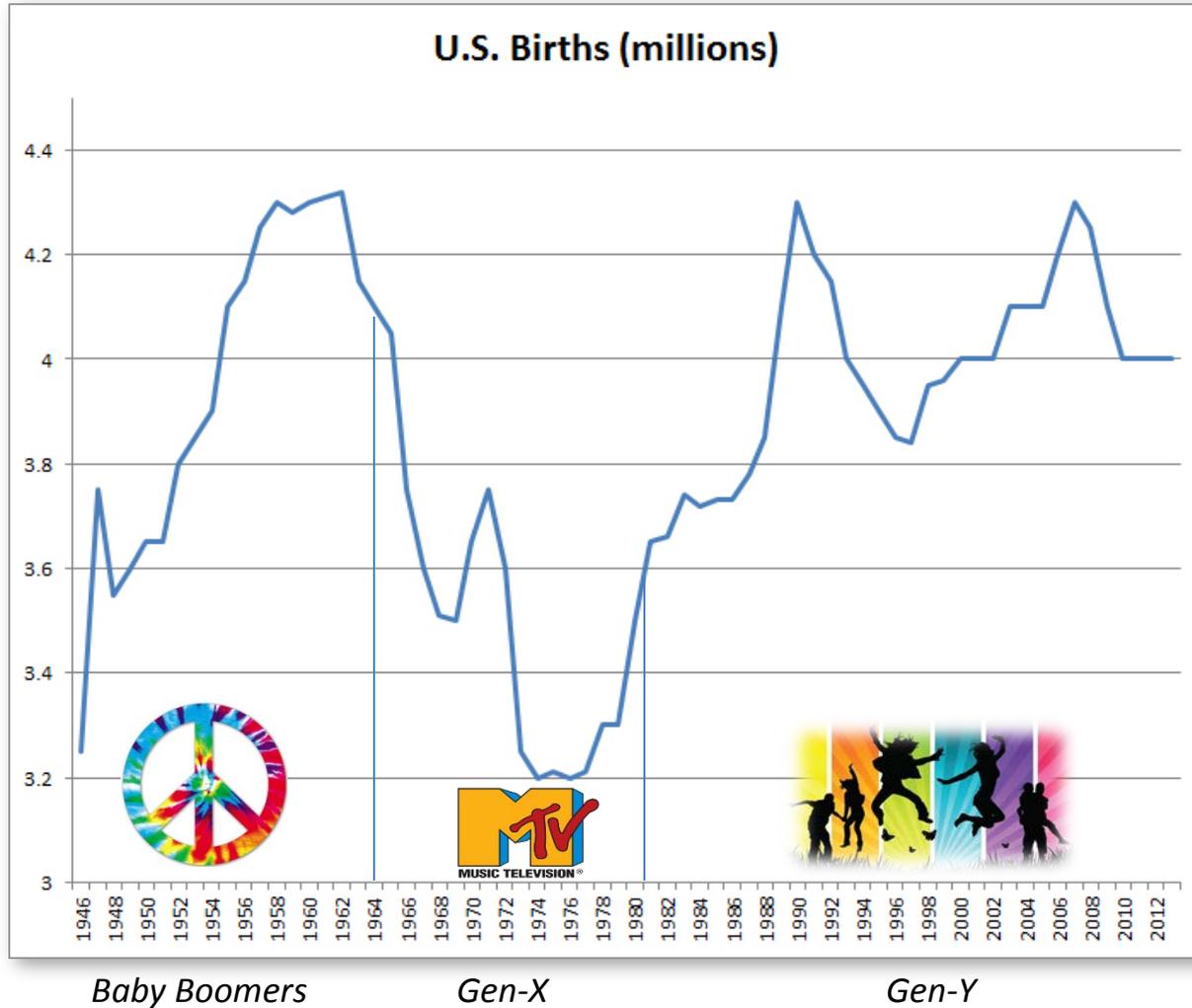


# Agenda

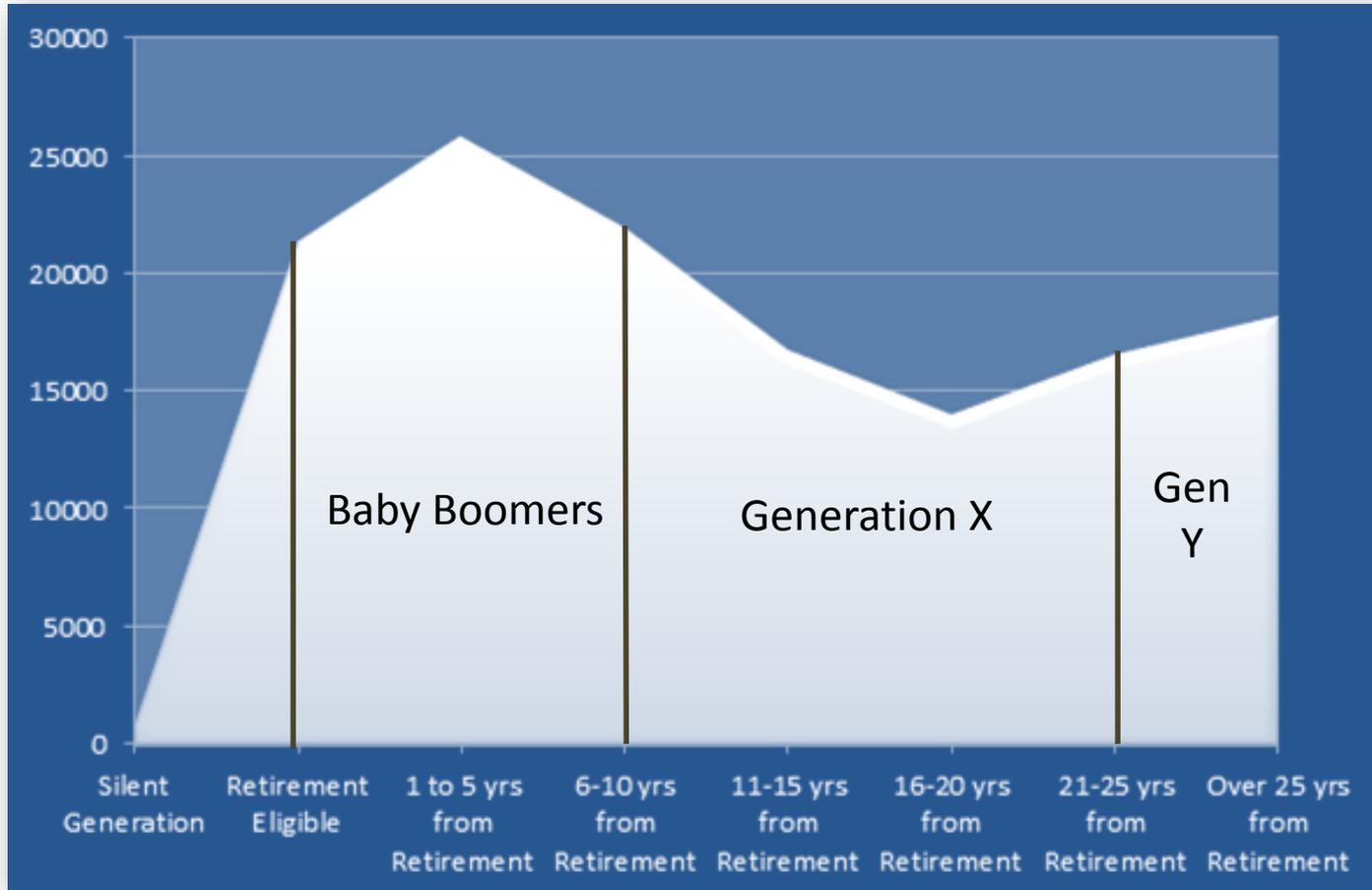
- **The Demographics**
- **Are generational differences real?**
- **Meet the Generations videos**
- **Facts and Myths Discussion**
- **A Scenario—leverage the diversity**



# Demographics



# Defense Acquisition Workforce Demographics



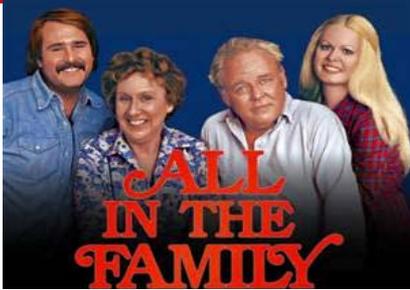
Based on 2013 AT&L Acquisition Workforce Data

# Are Generational Differences Real?

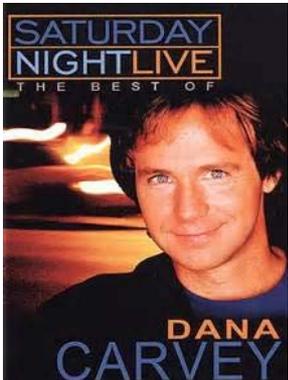
- Or is it a factor of maturity vs immaturity; wisdom vs naiveté?
- Is it burned into our DNA?
- How do we know generational differences exist?
- What causes the differences?



# Meet the Generations



*Family Ties*



- **Silent Generation and Baby Boomer**
- **Baby Boomer and Gen-X**
- **Baby Boomer and Gen-Y**



# Discovering Facts and Myths



# Discussion



# Scenario: Forming the Tiger Team

**Looks like your program is going to get a new set of user requirements. You will need to do some market research to help define your acquisition strategy. You think a multifunctional, multigenerational tiger team could do the research and give you some recommendations. Since you have Boomers, Gen-X and Gen-Y in your program office, how do you form and task the tiger team to leverage the benefits of diversity?**

- **How do you form the team?**
- **What strengths does Gen-Y bring to the team? Any blind spots?**
- **What strengths do the Boomers bring to the team? Any blind spots?**
- **What strengths does Gen-X bring to the team? Any blind spots?**

# Your Take-Aways





# Mixing and Managing Four Generations

## GENERATIONAL TIMELINE

	1920-1945	1946-1964	1965-1980	1980-2000
	WWII, Silent, Veterans, Traditionalists	Baby Boomers	Generation X, Gen X, Xers	Millennials, Generation Y, Gen Y, Echo Boomers

## PERSONAL AND LIFESTYLE CHARACTERISTICS BY GENERATION

	WWII / Silent {1920-1945}	Baby Boomers {1946-1964}	Generation X {1965-1980}	Millennials {1980-2000?}
Core Values	Respect for Authority Conformers Discipline	Optimism Involvement	Skepticism Fun Informality	Realism Confidence Extreme Fun Social
Family	Traditional Nuclear	Disintegrating	Latch-key kids	Merged Families
Education	A Dream	A birthright	A way to get there	An incredible expense
Communication Media	Rotary Phones One-on-One Write a memo	Touch-tone phones Call me anytime	Cell phones Call me only at work	Internet Picture phones E-mail
Dealing with Money	Put it away Pay cash	Buy now, Pay later	Cautious Conservative Save, Save, Save	Earn to Spend



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\*As this group has not spent much time in the workforce, this characteristic has yet to be determined.

# Four Distinct Generations

WWII (SILENT) GENERATION (1920-1945)	BABY BOOMERS (1946-1964)	GENERATION X (1965-1980)	MILLENNIALS (1980-2000?)
<b>WORK CULTURE TO THRIVE IN:</b>			
- Stable, Secure, Respectful, Clearly Defined Roles, Clear Direction	- Advancement, Recognition, Team Orientation, Vision/Mission, Non-hierarchy	- Flexible, Results-oriented, efficient, informal/fun, opportunities for development	- Positive, Collaborative, Flexible, Respectful, Achievement-oriented
<b>MOTIVATORS:</b>			
- Connect actions to the overall good of the organization - Loyalty to employer/ customer - Good schedule/ reasonable hours	- Getting involved - Seeing how to make a difference - Making a difference	- Choices - Autonomy - Good Schedule - Time off	- Connect actions to personal goals - Opportunities for professional growth - Personal satisfaction
<b>DE-MOTIVATORS:</b>			
- Physical demands - Disorganization - Inconsistent enforcement of policies/procedures - Lack of respect for tradition - Disrespect for experience	- Burnout - Not feeling like a contributor - Lack of interest in them - Political incorrectness - Sports/war metaphors	- Inability to get ahead w/out becoming managers - Lack of development opportunities - High Stress environments - Schmoozing - Acronyms/corporate speak - Incompetence - Inefficiencies	- Job doesn't meet expectations - Lack of development opportunities - Repetitive/Boring job, Lack of challenges - Unfairness - Condescension - Cynicism
<b>HOW TO REWARD:</b>			
- Tangible symbols of loyalty, commitment and service	- Personal Appreciation - Promotion - Recognition - Status Symbols	- Free Time - Upgraded Resources - Opportunities for Development - Results for their resumes	- Awards/Certificates - Tangible evidence of credibility