

Tattoo or Not to Tattoo:



Teaching in a World of Intergenerational Differences

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The objectives are to learn:

- At least two significant cultural **influences** for each of the generations in the workplace today
- At least two tips to improve your **effectiveness** in teaching someone from a different generation

“Talkin’ bout my Generation...”

- **Veterans**– born before 1945
- **Boomers** - born from 1946 -1964
- **Gen X** - born from 1965 - 1980
- **Gen Y** – born from 1981 - 2000

- *What’s next?*

YOUR GENERATION'S VIEWPOINT.

Leadership & Motivators of the Generations

| Generation | Veterans | Baby Boomers | Gen X | Gen Y |
|-------------------------------|----------------------------------|---------------------------|--|---|
| Leadership Style | Directive Command and Control | Consensus Collegial | Everyone is the same Challenge Ask why | Teams Fun |
| Messages that Motivate | Your experience is respected | You are needed and valued | Do it your way, forget the rules | You will work with other creative bright people |

The Effective Managers of Gen Y

- Talked about ***their own*** need to change
- **Believed** they could do something positive to **address the tension**
- Allowed others to **challenge** them
- Used the **power of relationship**
- **Felt younger** working with younger people
- **Believed** they were **critical to young person's success**

Don't List:

- Dwell on labels
- Use generation as an excuse
- Hang on to frustration
- Forget what it was like to be young!

Helpful coaching questions

1. How did you learn (something they are currently skilled at)?
2. How can I best support your learning?
3. Who was the best teacher you ever had and why?
4. What do you need most from me to help you reach your goals?
5. How would I know if you were struggling?

BEST ADVICE: ASK.
DON'T ASSUME THEY ARE JUST LIKE YOU.