

Speaker Program #3:

Four Generations Working Together
Recipe for Conflict or Recipe for Opportunity

➤ **Synopsis:**

Today, four generations are working and playing together simultaneously. Each generation brings strength, values, attitudes and concepts that are unique to them and mysterious or aggravating to others. Understanding the differences among and between the four generations is key to managing our workforce so that conflict is minimized and opportunity is enhanced.

➤ **Content:**

- a. **The program will describe the four generations:**

Veterans	born prior to 1946
Baby-Boomers	1946 – 1964
Generation X	1965 – 1985
Generation Y	1985 – 2000

- b. **It will look at each generation from four perspectives:**
 - Their influences**
 - Their accomplishments**
 - Their dominant work values**
 - Their personality**

- c. **It will examine the social and business issues created by the four generations, e.g.**
 - Pension & health care costs**
 - Age discrimination**
 - Shifting demographics**
 - Human capital requirements**
 - Diversity**

- d. **It will provide a suggested list of techniques that should and should not be used in managing the four generations.**

- **Time:** **One hour**