Leveraging a Co-Generational Workplace for a Stronger Business

Vermont Businesses For Social Responsibility Fall Conference

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Agenda

- The Workforce Landscape
- Things In Common
- The Numbers
- What If
The Gods Made The World Round
Why Would They Know Any Different?
The Perfect Storm
Different Workforce Elements Coming Together
5 Generations In
The Workforce

- Silent – 1928-1945
- Boomers – 1946 – 1964
- Gen X – 1965 – 1980
- Gen Y/Millenials 1980 – 2000
- Gen Z – 2000 - now

By 2025 we will likely have 3 X as many 65 yr. olds in the workforce than we did 30 yrs. ago

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In Today’s Workforce

• The average tenure for an employee, regardless of age, is 4.6 years now

• Millennials tend to leave after 12 months

• 60% of all employees are somewhat to totally disengaged

• 76% of FT ee’s are looking for a new job or position

• Older ee’s may still want to work, but if the culture is not right, they may not want to work for you

• 48% of employers unable to fill positions in a timely way or with the skill set desired

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What We All Want

• Flexible work schedules
• The information and tools they need to do the job
• Clear expectations
• A voice at the table
• Accountability from leadership
• Respect for individual talent
• Opportunity to continuously learn
• Quality communication

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Remember The Basics

- Youth
- Adulthood
- Experience
Great Working Relationships

The Sharing of Ideas & Experiences
Time to Share

Tell your partner about the most exceptional work partnership you’ve been part of. What made it exceptional?

Tell your partner about a time you were involved in a positive, effective, and life-affirming working relationship with someone from a different generation. How did the relationship get started? How did you gain each other’s respect and trust?
Unleashing The Power Within Your Company
Elephant In The Room

- Why would I keep a higher salaried employee when I can get less expensive help?
- NASA, a blow torch & Picasso
Time to Share...Again

- Describe a time you were involved in a participatory decision-making process in which everyone felt respected. How were you included, or how did you contribute to the inclusiveness? How did people know their voices were heard?

- Describe a time you mentored someone successfully to do something challenging? What did you do? How did that feel? What did you learn from it? In what areas at work would you like to do more mentoring?
How To Build An Infrastructure For Success
Productivity

- Team performance can be increased 58% with the introduction of a diverse team member [Atlasian]

- Employees who exercise their strengths on a daily basis are 8% more productive [Gallup]

- New analysis from data from 35 countries outlines the “longevity dividend”, citing that as life expectancy increases, so does “output per hour worked, per worker per capita”

- Co’s with highly engaged ee’s see a 40% reduction in turnover [Gallup] and 20% increase in productivity
Profit

- Co-generational teams, through improved engagement can increase profits as much as 20%.

- High engagement companies improved operating income by 19.2%.

- Those companies improved net income by 13.2%.
How To Do It

- The most effective employers will build and maintain small and powerful core groups of key talent, and also manage fluid talent pools - Gig pools - in order to maintain long-term flexible employment relationships.

- Flexible work conditions, learning and knowledge-management, pay-for-performance, and coaching-style leadership are the keys to being an “employer of choice” for in-demand talent. For the employee, the free agent mindset is now the prevailing workforce mindset.

- The ability to get people onboard, up to speed, and delivering results quickly will be the key to most staffing challenges.
Opportunities

- Knowledge
- New Ground
- Partnerships
- Engagement
- Revenue

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What If ....

- We broke down the biases and misperceptions?
- We focused on educating everyone, regardless of age, on the value of wisdom at any age?

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What If ....

- We rethink age in the workplace? 72 years old & no signs of stopping

- Companies created ERG’s [Employee Resource Group] for discussions on an age-friendly workplace?

- The CEO backed an age diversified workforce? Think Differently - Ideo

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What If ...

- Your work place created the conditions for mentoring and reverse mentoring?

- You rethink your definition of knowledge management?
Behavior Change

- Trust
- Solution Generation
- Engagement
- Accountability
- Appreciation

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We Are The Ones We Have Been Waiting For

It Will Take Experience, Innovation & Seeing The Work World Differently – Go!
“The afternoon knows what the morning never suspected.” ~

Swedish Proverb
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