Standing Room Only—
Integrating Multiple Generations in the Workplace

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“It’s not as bad as we think, because it was never as good as we thought...”
– Haydn Shaw
Begin with the end in mind.
Who are you? Where are you going? What is your purpose? What do you stand for?
Does your vision….

• Defy time limits?
• Appear difficult to fully contain?
• Extend well beyond your capacity and capability?
• Make sense to children?
• Inspire everyone?
• Inspire anyone?
The Birth of the 8-Hour Workday
Is the 8-hour day/40-hour week still the most effective way to do our most relevant work?
Today’s Major Points

• Integrating needs, expectations, and policies spanning over half-a-century

• The shift toward roles requiring social and analytic capabilities vs. physical skills

• Seeing both sides—Managing the clash

• Schedule options and their benefits and challenges

• Finding the right fit for your workforce
A Nexxt survey of 6,361 job seekers and veteran HR professionals, from April 12 - May 9, 2013.
Silent Generation - pre-1946 (74+)
Baby Boomers—1946-1964
(56-74 years old)
Generation X—1965-1981 (39-55 years old)
Generation Y (Millennials), 1982-2000
(20-38 years old)
Stock Market Crash of 2008

- Housing slowdown

2007 2008

- Lehman Brothers declared bankruptcy

- Jobs lost

- Nation in recession

- Obama's economic stimulus plan

2009 Aftermath

- Stock market finally recovered
Gen Z...Their toys are cooler than yours were (<20 years old)

What if you STARTED with this???
1940s Overseas Mail

Delivery could take over 1-month
“Present-day” speed of information

Academy Awards, 2014
What does the future of your work look like?
What scares you most about....?
The point?

The place or even total hours you work might be less important than what you accomplish when you are most focused and productive.
Managing the Clash

Millenials became the largest generation in the labor force in 2016

Note: Labor force includes those ages 16 and older who are working or looking for work. Annual averages shown.
Flexibility—Something for Everyone

• **Silent Generation/Baby Boomers**—Over 50% follow non-traditional retirement path.

• **Generation X**—Find themselves trying to balance both caring for children and their aging parents.

• **Millennials**—Most likely to have spouse working full-time. High preference for options such as telecommuting.

• **Generation Z**—Value mentorship and career development over flexibility and compensation. More prone to change jobs quickly.
Flexible Work Arrangement (FWA) Options

• **Flexible scheduling** – Choosing start time based on best fit between personal needs and employer requirements

• **Compressed work week** – Longer work-days...fewer days per week (i.e. 4 days a week at 10 hours per day)

• **Telecommute** – (At least a portion) Performed from a remote location to ease commute frustrations and provide quiet time for focused work

• **Part-time** – Allows employees to transition, or be hired into, part-time positions
Benefits of Flexible Work Arrangements

**Employee**

- Save money and time by reducing or eliminating commute
- Increased individual and organizational flexibility
- Improved work-life balance/work-life blend

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Benefits of Flexible Work Arrangements

• Organization
• Save office space, utilities, and equipment expenses
• Decreased employee absenteeism and turnover
• Increased morale and employee retention
Challenges of Flexible Work Arrangements

How do we…

• Ensure people are productive when they don’t come in everyday?

• Coordinate meetings when people are in different locations with different schedules?

• Keep the lines of communication open?

• Keep people motivated?
Challenges of Flexible Work Arrangements

How do we...

• Encourage teamwork and interaction between dispersed team members?
• Ensure information stays private and secure?
• Protect our network?
• Manage boundaries?
• Handle conflict between dispersed team members?
Find the right fit for your workforce…

- **Survey** employees to understand what options they desire.
- **Define** what a flexible work arrangement (FWA), if any, can be implemented at your organization.
- **Design** a program that provides the best options for your business and your employee mix. Clearly define. Document. Publish.
- **Measure** the impact over time. (Possible metrics include—engagement, absences, retention, productivity, client satisfaction, and cost savings.)
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