

# Managing Risk and Reward in a Multigenerational Workforce



Presenters:

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***For the first time in American history, we have five generations working side by side***

Workers span from 18 to 80 years of age; this has huge implications for employers and employees.

## ***Food for thought: Baby Boomer workers***

- life expectancy has increased
- 70 is the new 60
- productivity doesn't decline with age



***Hiring and retaining older workers is an enormous untapped opportunity.***



**By 2020, Millennials will account for  
50% of the U.S. workforce, and  
Millennials are rapidly moving into  
managerial positions.**

*"Engaging the Multigenerational Workforce: Research Insights and Best Practices,"*

Michael S. North, Assistant Professor, Management & Organizations, Stern School of Business, New York University



**Are  
you  
ready  
to  
lead?**

- 1. Lead yourself  
without supervision**
- 2. Lead peers**
- 3. Lead upward by  
asking your bosses the  
right questions and  
not delegating your  
problems upward**

Patric Palm, CEO of Favro, quoted in: "Why A Multigenerational Workforce Is a Competitive Advantage"

# Generation Z



Almost half are non-white; the most diverse generation in American history



Grew up in an age of optimism and historic uncertainty



They are mobile-phone and social media natives

“Generation Z Is About to Hit DC. Here’s What Employers Need to Know”, by Rosa Cartagena, *Washingtonian*, January 17, 2019



“...they are working longer than ever, which is creating tensions with younger workers who believe these aging employees should be stepping aside as they have in the past.”

2017 Thought Leaders Solutions Forum: ***Harnessing the Power of a Multigenerational Workforce***

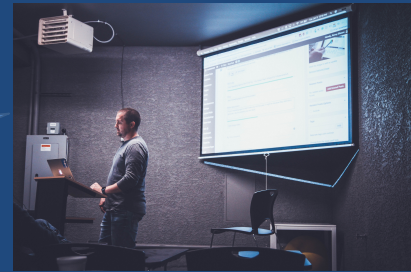
## Training: Generational Differences



### **Gen X and Millennials**

May prefer to learn on own time and at own pace;  
may put lower value on networking benefits

**Baby Boomers and Veterans**  
May prefer traditional classroom training +  
put a high value on networking  
opportunities



***We all want the same thing.***

*"The Challenges of Managing a Multi-Generational Workforce"*

## 5 Risk Tips....

- Stop guessing, start asking
- Think about what “flexible” really means at your nonprofit
- Help managers and supervisors overcome unconscious bias
- Provide ample learning opportunities
- Reexamine inclusivity in your workplace culture



### **Risk Tip #1**

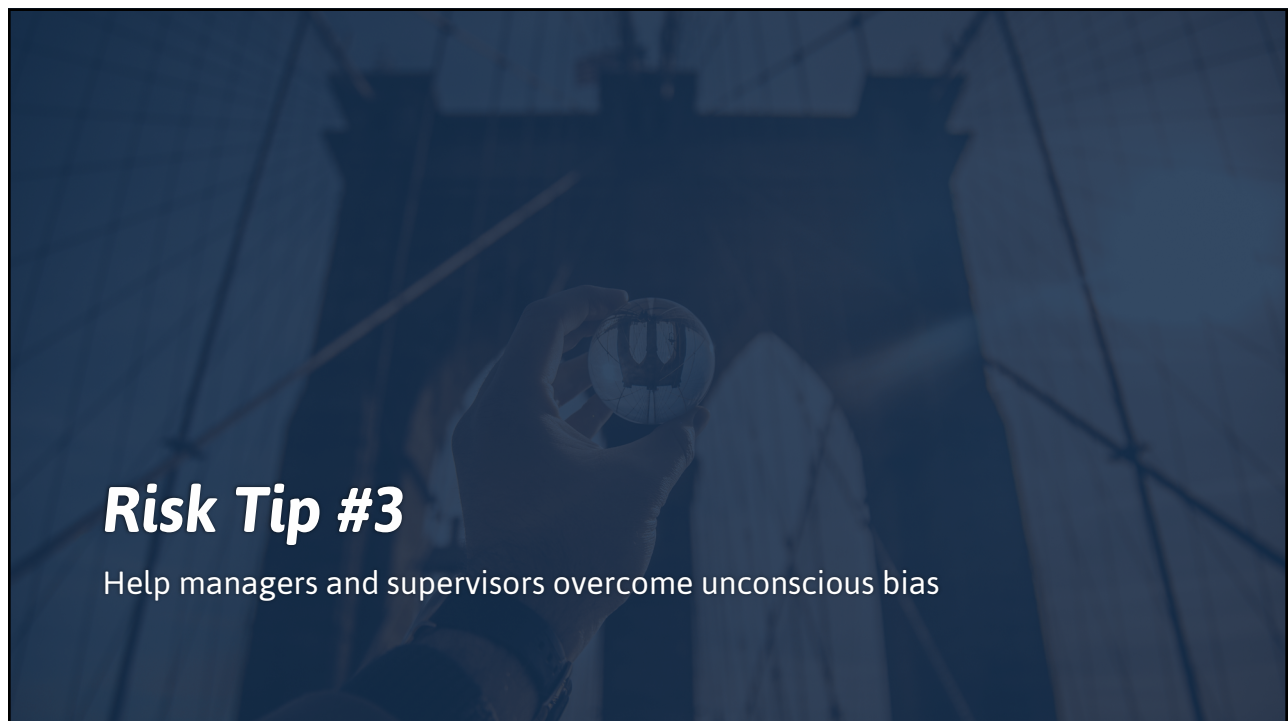
Stop guessing, start asking





**Risk Tip #2**

Think about what “flexible” really means at your nonprofit



**Risk Tip #3**

Help managers and supervisors overcome unconscious bias



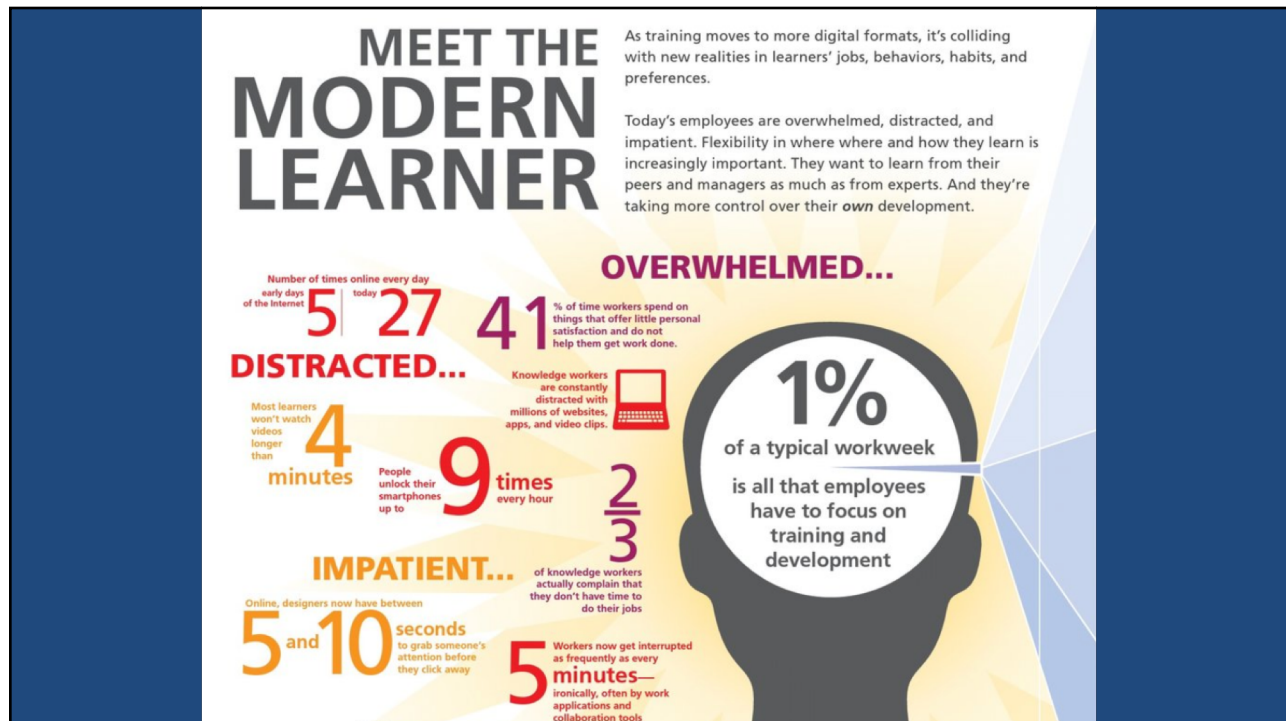
## **Risk Tip #4**

Provide ample learning opportunities



## **Risk Tip #5**

Re-examine inclusivity in your workplace



## Age Discrimination

- 64% of workers say they have seen or experienced age discrimination in the workplace
- 58% of adults believe age discrimination begins among workers in their 50s



“Some people are old at 18  
and some are young at 90 ...  
time is a concept that  
humans created”

**Yoko Ono**



**Thank you!**

- Follow-up questions? Call NRMC at 703.777.3504 or contact us at [info@nonprofitrisk.org](mailto:info@nonprofitrisk.org)