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

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

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Thank you!

- Follow-up questions? Call NRMC at 703.777.3504 or contact us at info@nonprofitrisk.org