

Growing People Potential

How Leaders Can Foster Staff Engagement Across Generations

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Bridging the Gaps:
Eliminating Disparities in
Teen Pregnancy and Sexual Health
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Objectives

By the end of this presentation, participants will be able to:

- Identify strengths and characteristics of different generations among the workforce
- Define employee engagement and its power to promote excellence in diverse teams
- Describe action they will take to increase their employee engagement and foster strong multi-generational teams

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Training – Organizational Development –
Research and Evaluation

Improve organizations' abilities to deliver
accessible, high quality, culturally
proficient, and compassionate services to
their clients

Understanding Generations

- Diverse workforce
- Four generations working side-by-side, first time in history
- Differences in approach to work, work-life balance, employee loyalty, authority



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In General...

- Generations have more similarities than differences
- Descriptors are on a bell curve
- Generations overlap
- Generation is one of many characteristics that shape our perspectives

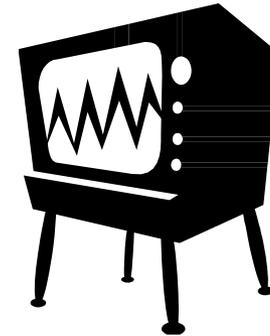
Traditionalists

- Born before 1945 (age 69+)
- 5% of the workforce in 2010



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Traditionalists



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Baby Boomers

- Born between 1946 and 1964 (age 50-68)
- 38% of the workforce in 2010
- Beginning to retire and will retire differently than previous generations



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Baby Boomers



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Generation X

- Born between 1965 and 1984 (age 34-49)
- 32% of the workforce in 2010
- First generation to be smaller than preceding generation

Generation X



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Millenials

- Born after 1980 (age 33 and under)
- 25% of the workforce in 2010
- Came of age during period of economic expansion, with many entering workforce in recession



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Millenials



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INTRAGenerational Small Groups

- What assets and challenges do the other generations need to know about my generation in the workplace to understand us?
- Identify one strength and one challenge for each of the other generations

INTRAGenerational Report-out

- What assets and challenges do the other generations need to know about my generation in the workplace to understand us?
- Identify one strength and one challenge for each of the other generations

So What? Now What?

- What can you do to improve communication between the generations?
- What can you do to utilize the skills and strengths of staff from all generations?



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Employee Engagement

What is it???

Employee Engagement

Employee engagement is a property of the relationship between an organization and its employees.

An “engaged employee” is one who is fully absorbed by and enthusiastic about their work and so takes positive action to further the organization’s reputation and interests.

Crim, Dan and Gerard H. Seijts (2006). ["What Engages Employees the Most or, The Ten C's of Employee Engagement"](http://iveybusinessjournal.com/topics/the-workplace/what-engages-employees-the-most-or-the-ten-cs-of-employee-engagement#.U21MjCYo4dU). *Ivey Business Journal*. Retrieved April 17, 2014. <http://iveybusinessjournal.com/topics/the-workplace/what-engages-employees-the-most-or-the-ten-cs-of-employee-engagement#.U21MjCYo4dU>

Employee Engagement

How to do it???

Employee Engagement

Have involved and curious leaders who want to improve

Have cracking HR functions

Ensure the basic engagement requirements are met before expecting an inspiring mission to matter

Never use a downturn as an excuse

Seven Things Great Employers Do (That Others Don't),
<http://businessjournal.gallup.com/content/168407/seven-things-great-employers-others-don.aspx>

Employee Engagement

Trust, hold accountable, and relentlessly support managers and teams

Have a straightforward and decisive approach to performance management

Do not pursue engagement for its own sake

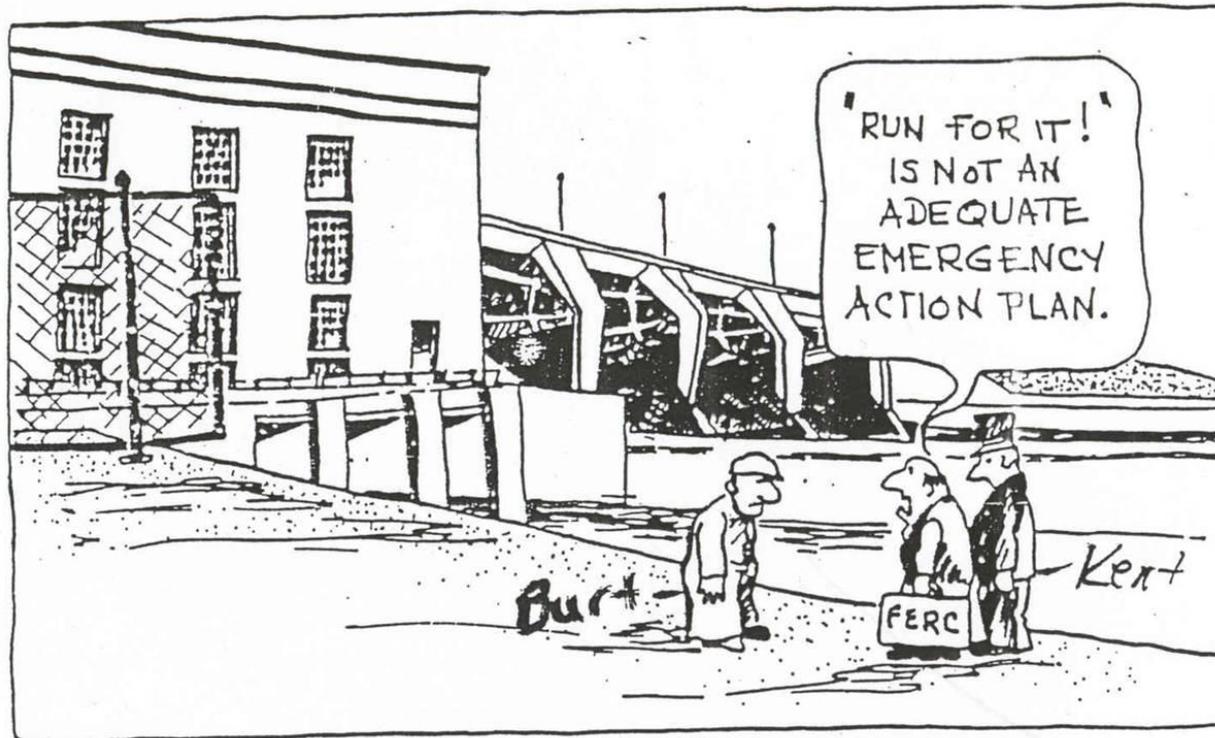
Seven Things Great Employers Do (That Others Don't),
<http://businessjournal.gallup.com/content/168407/seven-things-great-employers-others-don.aspx>

Employee Engagement

Which strategies could help your team/agency?

How could you implement these strategies?

Action Planning!



<http://dnr.wi.gov/topic/dams/documents.htm>

What?

Who?

When?



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Thank you!



Obrigado!



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References / Resources

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