

# Right Management's PowerRecap



## Talkin' 'bout the Generations

Ideas for how to meet the needs of a multi-generational workforce.

- 1) **Think fit...** It's less about generational differences and more about cultural fit. It's important to understand your organization's culture and goals and recruit accordingly. Culture is about trade-offs – understand what you are and are NOT, and be comfortable with who you will attract as a result. Be purposeful.
- 2) **Transparency...** make sure that your key people (regardless of level) know you value them. Make sure they are aware of opportunities for growth and development.
- 3) **Coaching is core...** investing in our next generation of leaders is crucial and coaching is a key skill that all managers need to develop relentlessly.
- 4) **Pull vs. push...** the internet has made information readily available and allows us to find what we're looking for, when we're looking for it. Accessibility of information through a variety of mediums is necessary for recruiting and communicating with the new workforce. Think YouTube, Twitter, blogs, Facebook...
- 5) **Conversations matter...** When it gets right down to it, it's still about connecting one to one. Many things influence our view of work: life stage, personal needs, upbringing, personality, in addition to generational influences.
- 6) **Don't believe all the generational hype...** The principles of retention and attraction are enduring: meaningful work, positive environment, autonomy to do your job. If you can create this in your teams, engaged of all generations will follow.

### Workplace Fast Facts:

- 26% of HR professionals expect 20% of their workforce to retire by 2013;
- Only 14% felt prepared for the talent shortage;
- 30% of recruiters characterized Gen Y's as poor performers compared with 5% of Xers and 4% of Boomers;
- 70% of workers with kind bosses will work as hard as they can.

Source: The Globe and Mail Oct 8, 2008

Right Management is the leading global provider of integrated human capital consulting solutions. We offer much more than advice. We partner with our clients to create a people strategy that will achieve sustainable business results. Our four areas of expertise include, Talent Attraction and Assessment; Leadership Development; Employee Engagement and Alignment; and Career Transition. Right Management is a wholly owned subsidiary of Manpower Inc.

**For information on upcoming PowerRoundtable events,  
please visit our website at [www.theexecutiveroundtable.ca](http://www.theexecutiveroundtable.ca).**