



Managing a **M**ultigenerational Workforce

Rosemarie Christopher
President & CEO



MEIRxRS™
CRO, Recruiting and Staffing

www.meirxrs.com

The new workplace...



MEIRXRSTM
CRO, Recruiting and Staffing

The new workplace...



MEIRXRS[™]
CRO, Recruiting and Staffing

The new evolution of work...

Face to Face Meeting-Teleconference-Webinar

Server-Cloud Computing

File Cabinet-eDocs-Paperless office

Software-Widgets-Apps

Commute-Virtual World/Workplace

Snail Mail-Email-Chat-Instant Message-Text

Newspaper-RSS Feed

Personal Reference-Social Networking

Conference-Unconference

PC-Laptops-Tablets

Datasheet-website-Blogging/Micro-Blogging

Telephone-Mobile Phone-Smartphone

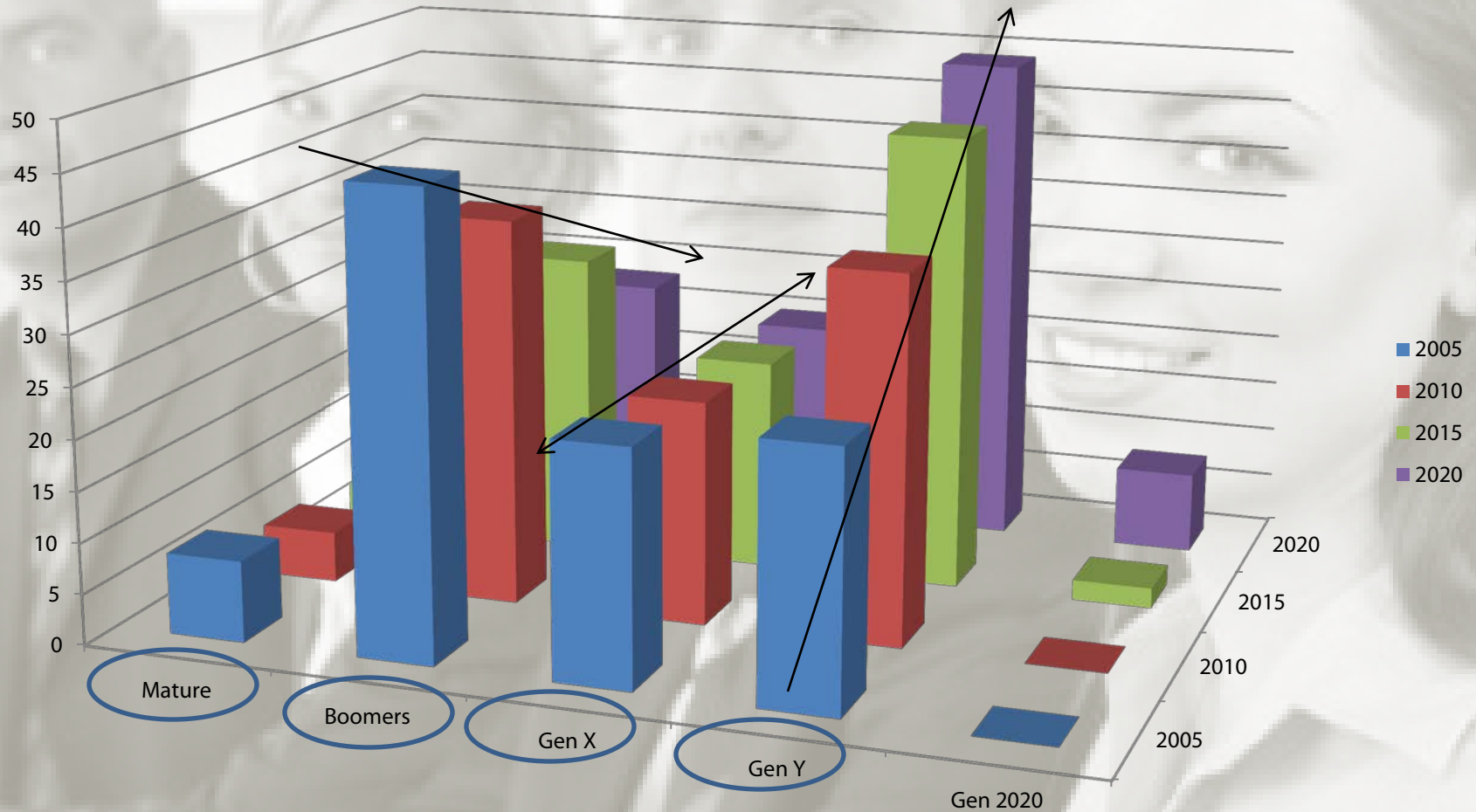
Listserv-Message Board

Dial Up-Broadband-WiFi-DSL-Cable-TI-Fiber Optic



MEIRxRSTM
CRO, Recruiting and Staffing

The new the workforce...



Source: BLS Employment Projections

Diverse Multi-Generation Workforce



MEIRxRSTM
CRO, Recruiting and Staffing

Mature Generation



- 🌀 Practical, hard working, respect for authority
- 🌀 Core values: traditional morals, loyalty, security, conformity, commitment and consistency
- 🌀 Less likely to change jobs for advancement



MEIRXRS™
CRO, Recruiting and Staffing

Boomer Generation



- Traditional work ethics, resourceful, accountable, goal oriented
- Follows rules, but questions authority
- Competitive, equality of the sexes "equal pay for equal work"
- Workaholic
- Tech innovators



MEIRXRSTM
CRO, Recruiting and Staffing

Gen X



- 🌀 Confident, optimistic, self-reliant, idealistic
- 🌀 Values independence, education, family and work-life balance
- 🌀 Will work for employers who best meet their needs



MEIRXRSTM
CRO, Recruiting and Staffing

Gen Y



- Also known as “digital natives,” “net generation,” “Google generation”
- Technologically sophisticated, highly driven, over achiever
- Values work-life integration and collaborative work environment



MEIRXRSTM
CRO, Recruiting and Staffing

Generational Work Values

Mature / Boomers

1. Work is priority-live to work
2. Follows rules no matter what
3. Boss deserves respect; loyal to employer
4. Seniority = promotion; high achievers
5. 9-5 work hours and overtime expected
6. Dress the part at all times-formal business attire
7. Will change to meet the needs of the organization

Gen X / Gen Y

1. Life is comes first-work to live
2. Follows rules that work or make new rules
3. Equality and respect given only when earned; loyal to relationships
4. Talent=promotion; high expectations
5. No defined work hours; clock out when work is done
6. Dress the part when necessary-casual Fridays/business casual attire
7. Expects organization to change to meet their needs



MEIRXRSTM
CRO, Recruiting and Staffing

Shared work values among the generations

Dependable Reliable Dedicated

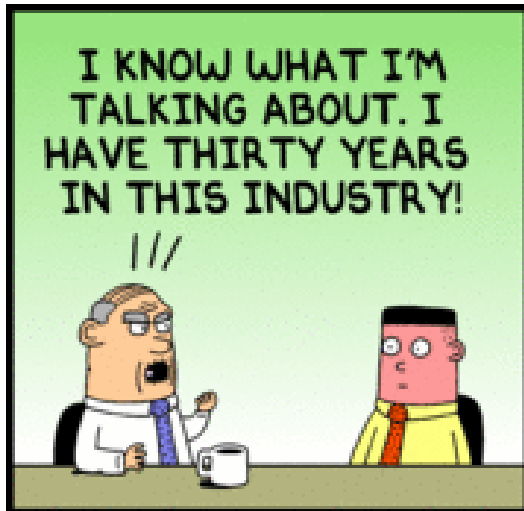
Conscientious Adaptable

Achiever Motivated Responsible

Accountable Hard Worker



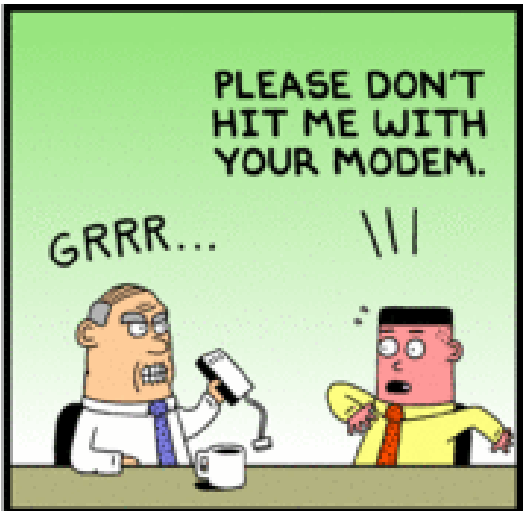
MEIRxRS™
CRO, Recruiting and Staffing



DilbertCartoonist@gmail.com
Dilbert.com



©2010 Scott Adams, Inc./Dist. by UFS, Inc.



MEIRXRS™

CRO, Recruiting and Staffing



Rosemarie Christopher
President & CEO MEIRxRS
rchristopher@meirxrs.com

818-247-1368



MEIRxRS™
CRO, Recruiting and Staffing

www.meirxrs.com