

HR Matters: Multigenerational Workforce

[Music begins]

Narrator 1: Hi, I'm Narrator 1 Workforce, and this conversation involves the different generations working in many of our organizations today. Did you know this is the first time in history where five different generations are working side-by-side in the workplace?

Narrator 2: I did! This is what we call a multigenerational workforce, where employees represent a variety of generations and cultural backgrounds.

Narrator 1: A 2020 study by The World Economic Forum found a multigenerational workforce establishes a significant competitive advantage. It assists in the retention of institutional knowledge and valuable employees. Multigenerational workforces are common in today's workplace, but the potential for collaboration is a challenge for many organizations.

Narrator 2: What if we shifted the perspective from a multigenerational workforce, a term that refers to generational characteristics which too often become stereotypes, to an intergenerational workforce? This term focuses on the mutually beneficial aspects of a multigenerational workforce where understanding and respect is promoted.

Narrator 1: It would certainly benefit our program. But where should we concentrate our efforts?

[Pause]

Haydn Shaw's "Sticking Points: How to Get 5 Generations Working Together in the 12 Places They Come Apart" is a resource for leaders to consider as they build an intergenerational workforce.

Narrator 2: What a great resource! Understanding the value of each unique generation allows us to see the opportunities of a multigenerational workforce. Organizations can harness their individual power and achieve collective greatness!

Narrator 1: Ultimately, a multi-generational workforce can engage with one another to benefit the organization. For example, existing employees can be assigned as a "buddy" for new staff entering the program. Or new employees can seek mentoring from those with significant work experience and institutional knowledge.

Narrator 2: Absolutely! We want to provide opportunities for everyone to learn from and better understand each other. That's what will support our program's success and keep staff engaged.

Narrator 1: Agreed! There are currently five generations in the workplace. How are you taking advantage of this opportunity to recruit and hire a diverse workforce?

See you next time on HR Matters!

[Music ends]