

Collaborative and Strategic Planning to Meet the Needs of a Multigenerational Workforce and the Organization

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Currently, there are five generations within the workplace: Traditionalist, Baby Boomers, Generation X, Millennials, and Generation Z. Their summarized generational needs as

planning (Lighthouse, 2020; SHRM Foundation, 2017). For this paper, we will discover how organizations as well as each individual generation idealistically determine their success and add their value to society. Learning how to grow the organization through the collective efforts of each generation will impart invaluable lessons for each generation and businesses at all levels. More than anything, societal trends have influenced workplace behaviors and economic trends for the multi-generational employees. Emphasis is placed on creating and sustaining new strategies and methods in managing generational cohorts in the workplace post COVID-19, establishing accountability and opening communications between and within the generations of workers and with organizational leaders.

Characteristics Impacting Multigeneration Workers

To facilitate growth, it is imperative to broadly define each generation, understand their historical experiences and assess how their experiences cultivate their career aspirations and development. We begin with the Greatest Generation born between 1901 – 1924. The number of workers in this generation is no longer significant due to their age, retirement, and rate of mortality. American history that defines their engagement in the workforce and worldviews are marked by World War 1 and the Great Depression when securing employment was extremely challenging due to the economy and war effort. We also have the Traditionalists also known as the Silent Generation; employees born between 1925-1945, representing 2% of the current workforce

Generation Z possesses the entrepreneurial challenge and the opportunity to try and do something different to generate income (SHRM Foundation, 2017).

Finally, the Alpha Generation is the youngest generation, and members of this generation have not yet entered the workforce. It is important to note what they will have knowledge of what each generation has encountered as a part of their collective experiences. Their future will focus on addressing the issues of the pandemic that impacts the long-term health concerns and wealth of the society. They will also be leaders in resolving the diversity, equity and inclusion problems that have plagued the nation. They will also be in positions to help improve the legal challenges presented in creating legislation to ensure equal pay and higher minimum wage. They will be serving in careers that have yet to be developed. We know they will have strong technology skills and will be able work remotely from anywhere in the world.

All generations currently in the workforce saw the pandemic change the way businesses are managed in response to the number of Americans succumbing to the virus. 09 Tm0 g0 G[() TJET@.00000912 0 612 792 reW*

silent generation. The pandemic has shifted world and societal views. Generations within the workforce sought and continue to seek a variety of benefits to help them through this period.

task; however, it is a necessary task. Transactional and Transformative leadership styles and skills may provide the additional momentum to encourage growth throughout the organization as new employees are onboarded and new leaders are trained and

together to weather the challenges and opportunities presented in society and the economy. Technology, communications, and relationships must be leveraged in addressing the needs of the employees as well as the needs of the organization. The possibilities are endless when compared to the career options available. There are careers that being created to support changing workforce of the future. Job recovery is taking place. Multigenerational employees are optimistic about what the future holds for them. Organizations are also optimistic about their future and providing opportunities for the workforce to grow and grow their organizations with new and innovative ideas.

