

# Bridging Generations

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**DATE AND TIME** Tuesday, 23 February 2010 / 1PM-2PM & 215PM-315PM

**SPEAKER(S)** Ben Wagner  
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## SESSION DESCRIPTION

*We all tend to associate ourselves with a certain generation, and with that generation comes a variety of stereotypes and assumptions about the way we think, work and play. From spinning an LP to downloading a new song right to your iPhone, all generations have things to teach and things to learn. By understanding all of our differences and focusing on our similarities we will best serve the communities in which we live. This interactive session will focus on the fundamentals of bridging generations.*

### (1PM)

Ben Wagner talked about how important it is to work well with, and understand, your employees and anyone you might have to work with. Each generation works and thinks differently, and this can cause problems if you don't know why or how to communicate with them. He asked the group, which had a broad age range, what their first car was, what they first remember listening to music on, and if they have ever changed a diaper. This helped to prove how different each generation is in how they grew up. Ben discussed four different generations and the stereotypes and characteristics of each one. The four groups we talked about were: Traditionalists, Baby Boomers, Generation X'ers, and Millenials.

**(215PM)**

Presenter Ben Wagner gave an informative presentation on the current state of workplace relationships as they relate to generational differences. At the beginning of the presentation he asked everyone to get out their cell phones and to jot down how many times, if the sound were on, the user would have been interrupted in the time they were in the session. Topics of discussion were the ways that different generations have experienced life, in ways such as the device on which you first heard music. Characteristics of each generation currently in the workforce were given as to their attitudes regarding their personal lifestyle choices, their career goals, the way each generation may go about education and training. Differences in education and accessibility of resources were discussed as things that may potentially hinder a working relationship between employees from different generations. Mr. Wagner discussed the need for each generation to have some knowledge about the other generations and gave suggestions for how employees of different generations may begin to understand one another better and thus form better working relationships.

### **SESSION LEARNING OBJECTIVES**

- Identify the major characteristics of each generation working at your agency and how they differ in general preferences for communication, relationships and work preferences.
- Increase awareness of your generational characteristics that have an impact on the way you relate with others.
- Learn about the next generations to come, what they want, where they want to work, and why they are so important to you now and in the future.