

The Northeast Community College Center for Enterprise (CFE) is a division of Northeast Community College dedicated to providing education and training solutions to Northeast's 20-county service area and beyond. We provide on-site, customized training tailored to fit your organization's needs.

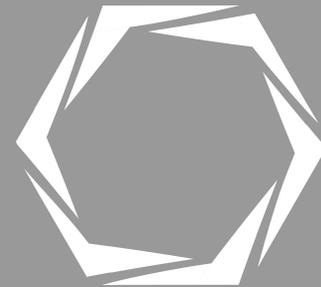


## Generational Differences: Generations at Work

With five generations of workers in the workforce today - Traditionalists (born before 1945), Baby Boomers (born 1945-1964), Generation X (born 1965 - 1980), Generation Y (also known as Millennials; born 1981 - 2000), and most recently Generation Z (also known as iGen or GenTech; born after 2000) - now is the ideal time for employers and organizations alike to focus on ways to maximize the benefits of their multi-generational workforce, and work towards minimizing the differences. With nearly 75 years spanning the generations, it only seems to reason that differences in values, preferences, communication styles, attitudes, and perceptions of work life could present

October 2016

Welcome to our  
newsletter!



Incorporating the college-age population into your succession plan has become more important than ever now that Baby Boomer population is beginning to leave the workforce. A diversified, multi-generational workplace is an opportunity that many businesses see as a challenge. Depending on which article you read, there are now four

challenges when working within a multi-generational workforce. The challenge then becomes: how does one utilize the differences that separate employees and co-workers and leverage that as a tool to effectively achieve business objectives?

First, one should be aware of and acknowledge the differences between generational values to avoid misunderstandings and sources of conflict. For example, Boomers prefer a phone call or in-person meeting on important topics; younger workers are more likely to prefer virtual problem solving. Being aware of and acknowledging these traits creates an environment in which coworkers are more likely to experience more successful working relationships. Likewise, understanding that a top-down, one-way leadership style is no longer effective when managing Generations X and Y, a manager might look for other ways to communicate and motivate their employees aiding in both productivity and retention of younger generational employees.



Second, one should recognize that there is value brought to the team and/or organization when multiple generations are represented. Each generation can learn from another. There is a plethora of knowledge and life experiences to be shared amongst the

generations that can contribute to the overall success of the team and/or organization now and in the future. With more Baby Boomers retiring every day, the remaining generations will benefit from the knowledge and experience of those leaving.

It may not look like the same organization years from now, but if there was ever an opportunity and method for succession planning...this would be it. Embrace and learn from one another.

To learn more about generational difference and ways to prepare your workforce by turning differences into advantages, [contact us today](#).

## How are you Preparing for the Millennial Generation and Beyond?

According to a recent article by Larry Kim, Inc.com, Millennials became the largest generation in the workforce this year. This article highlights how different the Millennial Generation is from Generation Z and how those two generations are approaching the job market. [Click here to learn more.](#)

to five generations in the workforce. I, for one, enjoy working with people of different generations because we tend to look at situations from much different viewpoints. With that being said, different perspectives can sometimes lead to misunderstandings.

In order to assist the business community in addressing generational differences, the Center for Enterprise has developed a training to bridge the gap between generations. The focus of this training is to develop a deeper understanding of each generation in order to facilitate better communication and cooperation in the workplace. [Contact me](#) today to get more information about this opportunity.

*Jim McCarville*



As a manager, one of your many roles is to motivate your team members. Have you considered how (or if) this changes when you lead a multi-generational team? Have members of your team considered how (or if) their relationships differ when working with a teammate from a different generation?

There is a fine line between being cognizant of different nuances of each generation and stereotyping. How do you find balance? I've had the opportunity to attend training on Generational Differences and can say with certainty that it has helped me understand and consider my coworker's perspectives better. Many of us agree, the Millennial Generation is more apt to use technology. That's not new information, but it was a "light bulb" moment when it was explained that



## Recent Changes to InternNE Program Lead to Additional Opportunities

In the previous CFE newsletter, we highlighted how one of the businesses in our service area was able to take advantage of the Nebraska Department of Labor Worker Training program in order to help defray costs of training for their staff. The Department of Labor has recently made changes to another grant program, [InternNE](#), that can be very helpful to businesses in our 20-county area who are looking to develop a succession plan. Rose Baker from the Nebraska Department of Labor was recently in the area to discuss changes that have been made to the program. One of the most significant changes to the program is the eligibility of high school juniors and seniors, whereas in the past, program participation has been limited to college students. Business and community leaders are continuously plagued with the issue of how to get students back to their hometown once they leave for college. This change to the InternNE program has the ability to incentivize the business community to offer additional internships. This, in turn, will provide additional opportunities for high school juniors and seniors as well as the college-age population to return home after college by simply connecting the business community with resources that are available to bring this population back to their hometown or the surrounding area. To learn more about the InternNE Grant Program and how it can help your organization, [click here](#).

it's not uncommon for a Millennial to look up information on their phone during a conversation. A Generation X'er or Baby Boomer may assume they are disengaged or being rude, when that isn't the case at all. They are using the resource they are most familiar with to find information to contribute to the conversation or to answer a problem. That certainly changes your perspective of that person.

As a manager, being cognizant of the different nuances of each generation will strengthen your team into one that values and uses diversity to maximize potential of every member of the team. To schedule your personalized consultation, [contact the Center for Enterprise](#) today. *Tracy Melcher*

[northeast.edu/CFE](http://northeast.edu/CFE)

[centerforenterprise@northeast.edu](mailto:centerforenterprise@northeast.edu)

(402) 844-7240

