

Strengthening the Volunteer Staff Partnership: *Understanding the Multigen Mix*



*With Faiza Venzant, CVA
Recorded on May 26, 2022*

“Every generation
blames the one
before...”



SONG: IN THE LIVING YEARS (1988)
ARTISTS: MIKE AND THE MECHANICS

Why this lens?

- . Understand our own generation and events that may have shaped our experiences
- . Understand diversity in communication styles
- . Gain an appreciation for each others experiences, strengths and assets
- . *Be careful of assumptions/generalizations*

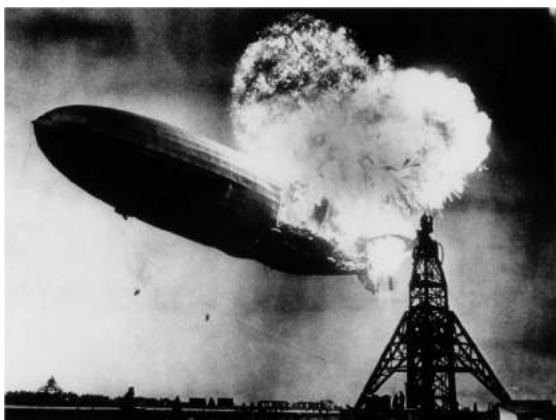
Generations in the workplace

Generation	Born	Ages today
Traditionalists/ Post War/Silent	1928-1945	77-94
Boomers *	1946 - 1964	58-76
Gen X	1965-1980	42-57
Millennials	1981-1996	26-41
Gen Z/iGen	1997-2012	10-25
Generation Alpha?	2013-2030?	

TRADITIONALISTS

- Ages 77-94 today
- Less than 2% of the workforce today
- 25,000 working today
- Built traditional business infrastructure (head office, 9-5, hierarchies)
- Strong nuclear families valued, discipline and strictness
- Letters, phone

TRADITIONALISTS



BABY BOOMERS

- Ages 58-76 today
- 41 million working today
- Continue to influence workplaces for another decade
- Flexible discipline
- Pre COVID, 10,000 were retiring each day *
- Phone, face to face

BABY BOOMERS



GENERATION X

- Ages 42-57 years old today
- 53 million in the workforce
- Share leadership and authority with millennials
- Many mothers working outside the home, latchkey kids, rise of divorce
- Personal computers and then smartphones

GENERATION X



MILLENNIALS

- Ages 26-41 today
- 56 million in the workforce
- Biggest cohort in the workforce, largest transfer of wealth, share leadership with Gen X
- The era that shaped them began with major change around the world—the end of apartheid and the fall of the Soviet Union
- Busy generation – DayTimers, Palm Pilots, pen pals in Singapore and Senegal, grew up seeing the world as global, connected and 24/7.

MILLENIALS



click to enlarge this noaa photo



GEN Z

- Ages 10-25 today
- 12% of workforce today but this will double in a few years
- Most diverse generation, more likely to be the children of immigrants, hyperaware of JEDI
- Their current age means precarious employment, part time, contracts, entry level, front line work
- Hardest hit during COVID for unemployment, less trusting of employers

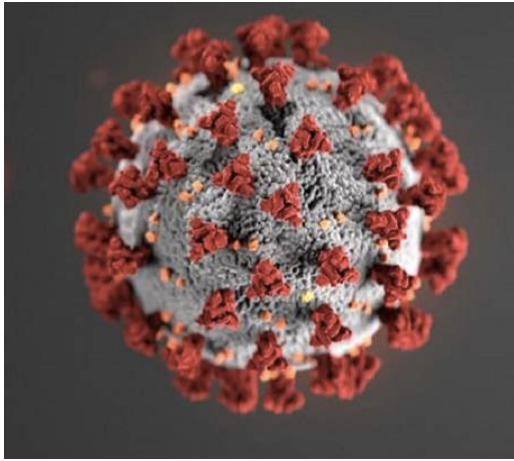
GEN Z



Uber

amazon

GEN Z



What about COVID?

- ▶ Great resignation – OPPORTUNITY!
- ▶ Remote work – NEW ROLES?
- ▶ Four generations, with a 5th on the way
- ▶ Skills development
- ▶ Holistic priorities

OPPORTUNITIES

- ▶ Generational diversity is a strength
- ▶ A generational lens is one way to think about a person's needs and skills (but not an intersectional one). It can promote understanding, collaboration and an appreciation of each other's skills and experiences.
- ▶ Teams with generational diversity can offer opportunities for mentorship and “reverse mentorship”, entrepreneurship, flexibility and innovation
- ▶ Learning spans the generations



THANK YOU

Find me on LinkedIn

Find out more about the
Council for Certification
in Volunteer Administration
and the CVA credential at
cvacert.org