**Working Across Generations**

Council 2’s Women’s Action Committee

Convention 2017

Defining the Four Generations

**Traditionalists** (Born before 1945) *Keep calm and carry on*

**Baby Boomers** (Born 1946 - 1964) *Do your own thing*

**Generation X** (Born 1964 – 1980) *Get real*

**Millennials** (Born 1981 – 2001) *Can we fix it? Yes we can!!*

and coming soon **Generation Z** (Born after 2002)

The Five Steps for Leading Through Generational Differences

1. **Acknowledge:** Talk about the generational differences. *Bring differences and frustrations into the open.*

2. **Appreciate:** Focus on the ‘why’, not the ‘what’, and consider the common needs. *Find the shared need to avoid complaints about what’s wrong with the other generation(s) and move to exploring the best solutions.*

3. **Flex:**  Agree on how to accommodate different approaches. *Once people acknowledge and appreciate their differences, they can decide how to meet in the middle.*

4. **Leverage:**  Maximize the strength of each generation. *Leverage generational differences so that one person’s strength makes up for another’s weakness provides a large impact.*

5. **Resolve:** Determine which option will yield the best results (when flexing isn’t enough). *Decide how to move forward when everyone’s preferences can’t be accommodated.*