



Mastering the Maze: Navigating the Generational Mix of a Diverse Workforce

23 September 2024



- Understanding the Multigenerational landscape
- Challenges in Leading Multigenerational Teams
- Leadership Strategies for Gen Zs
- Key takeaways

Understanding the Multigenerational landscape



Motivation and Values of Gen X, Y and Z

Gen X	Gen Y	Gen Z
Independence and Self Reliance	Tech Savvy and Innovative	Social Justice and Activism
Work-Life Harmony	Flexibility and Work Life Harmony	Environmental Consciousness
Skepticism and Pragmatism	Purpose and Meaning	Authenticity and Transparency
Technological Adaptability	Collaboration and Feedback	Work-Life Harmony and Flexibility

Strategies to find convergence across generations



Cross-generational mentoring



Foster open communication



**Recognise and Reward
contribution**



**Offer flexible work
arrangements**



Encourage collaboration

**So why aren't the
strategies seem be
facing headwinds?**



Challenges



3 broad areas

- **Integrating Multigenerational Teams**
- **Tailoring communications across generations**
- **Bridging the gaps between Digital Natives and Digital Immigrants**

Integrating Multigenerational Teams



- ❑ Encourage collaboration: team-building activities, mixed-age project teams, and inclusive decision-making processes.
- ❑ Foster an environment of mutual respect by addressing stereotypes and biases
- ❑ Encourage open communication and provide training on generational differences.
- ❑ Recognize and leverage the strengths of each generation.

Tailoring communication across generations



Yo, let's talk about empowering the squad. For real, if we don't give them the space to vibe, experiment, and own their tasks, how are they supposed to glow up and slay it? You gotta give them that psychological safety, fam. Let them know it's okay to try new things, even if it's in **beta mode**. They might even flip the script and hit you with some **sigma** energy, finding shortcuts you didn't even know about. So empower them to level up and **slay** the game like the bosses they are. So **let them cook** to level up their **aura** and unlock their full potential.

Empowering Gen Z requires creating an environment where they feel psychologically safe to experiment and take ownership of their tasks, even when those ideas are still in the early stages. Provide guidance when necessary, but give them the space to grow and cultivate qualities that enable them to find innovative solutions you may not have anticipated. So give them the room to succeed and thrive as future leaders. This freedom allows them to refine their potential and fully develop their capabilities.

Bridging the Gap between Digital Immigrants and Digital Natives



- ☐ Understanding the technological divide
- ☐ Strategies to bridge the gap and promote digital literacy

Leadership Strategies for Gen Zs



Leadership Strategies for Gen Zs



Championing Gen Z Workplace Excellence



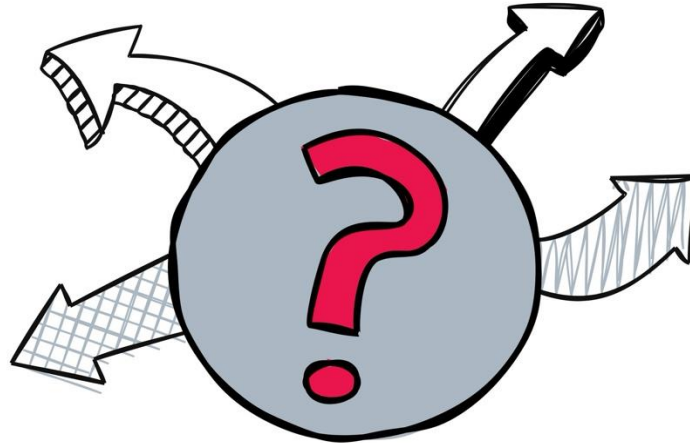
Empower Gen Z with learning, creativity, autonomy, and a supportive culture.

PRIORITIZE CONTINUOUS LEARNING

Offer skill-building and career advancement opportunities using AI for personalized development.

ENABLE AUTONOMY WITH SUPPORT

Balance freedom with clear goals and AI-assisted real-time guidance.



STIMULATE INNOVATION

Foster a creative environment and utilize AI for enhanced brainstorming and idea management.

FOSTER A SUPPORTIVE CULTURE

Cultivate trust, provide feedback, and use AI for personalized recognition of accomplishments.

>90% of Leaders do not have the adequate skills to lead and direct multigenerational teams !!!

IDENTIFY DEVELOPMENT NEEDS

PROMOTE CONTINUOUS LEARNING

FOSTERING A CULTURE OF ADAPTABILITY

Key Takeaways

The background of the slide is a solid dark blue. On the right side, there is a decorative graphic composed of several geometric shapes. At the top right, there is a light blue square. Below it, there is an orange square. To the left of the orange square, there is a light blue triangle pointing towards the center. Below the triangle, there is a bright cyan circle. At the bottom right, there is another light blue square. The overall design is modern and minimalist.



Thank You

1 Harbourfront Avenue #13-03
Keppel Bay Tower
Singapore, 098632

