

PRESENTED AT

24th Annual Labor and Employment Law Conference

June 12-13, 2017
Austin, TX

Generation Gap: Diversity vs Adversity

Petey Parker

Petey Parker
Your Hiring Partners
Dallas, TX

petey@peteyparker.com
214-908-2814



YOUR HIRING PARTNERS
RIGHT PEOPLE. RIGHT POSITIONS. RIGHT TIME.
A division of Consult P³

GENERATION GAP: DIVERSITY VS ADVERSITY

Conceptions, perceptions, and points of reality have created some of the greatest gaps between generations, which has resulted in diversity, adversity and what I like to call the “Great Divide”.

BELOW ARE SOME TIPS THAT ORGANIZATIONS CAN TAKE TO BRIDGE THE GENERATION GAP

1. Take advantage of the skills of every age group.

- a. It is imperative that organizations take advantage of every age group right now. Hire the best talent you possibly can as soon as you can. This demand is even more pressing now that the oldest members of the Baby Boomers’ generation are preparing to retire and the demand of flex time from the Xs and Millennials are increasing.

2. Prepare, as generations are going to live longer.

- a. With five generations in the workplace and expanding lifestyles it is important that organizations face this reality. Take advantage of this opportunity to prepare for the future by making progressive executive decisions and well-designed succession plans with an eye to the greater good in the future.
- b. Create a healthy respect of diversity made from a mixture of multicultural, generations, diversity and employees with imagination and creative thinking.

3. Lucky us! We dodged an economic bullet.

- a. As the generations merged and switched places we dodged an economic bullet and a sonic boom as the Boomers, Xs and Millennials could have collided. The recession that forced the Boomers to delay retirement, in fear of losing their 401K’s, saved many firms from losing 80% of their organization’s experience and the opportunity to prepare the next generation.



4. Remain Forward-thinking

- a. The leading-edge companies of the future will constantly and consistently stay abreast of new laws, new thinking, and in search for better and more productive methodology.

5. All generations are influenced by historical events

- a. War, peace, terrorism, economic indicators, global warming are a few events that have impacted generations and shaped how they interpret the world around them. It is a responsibility, obligation and opportunity for each generation to ensure that they create the best possible world to pass on to future generations. It is incumbent upon Government, Corporate America, and individuals to act accordingly.

6. We are *all* minorities and we are *all* biased...

- a. We are biased to the point of being predisposed to see qualities in people in a negative or positive light – consciously or subconsciously. We are biased by association. This bias undermines morale and productivity. The solution? Simply treat all persons as unique individuals – fairly, legally, honestly, respectfully, ethically, with concern for keeping integrity in tact – without discrimination of protected classes, generational gaps, cultural backgrounds, and personal beliefs.

GENERATIONS DEFINED

Traditionalists, born prior to 1945

Baby Boomers, born between 1946-1964

Generation X, born between 1965-1979

Millennials, born between 1980-1993

Gen Z or YLs, born between 1994 and 2009

Find the full text of this and thousands of other resources from leading experts in dozens of legal practice areas in the [UT Law CLE eLibrary \(utcle.org/elibrary\)](http://utcle.org/elibrary)

Title search: Generation Gap: Diversity vs Adversity

Also available as part of the eCourse

[2017 Labor and Employment Law eConference](#)

First appeared as part of the conference materials for the
24th Annual Labor and Employment Law Conference session
"Gens, Gender and Culture, Oh My!"