

Intergenerational working



Rehabilitation services

Like all aspects of business – ‘people management’ must be an area where changes, trends, new expectations and ethical interventions need to be actively considered.

Generational differences have practical business implications not only for engagement and performance but also for attracting and retaining employees. Each generational group have different recruitment drivers, support needs and values.

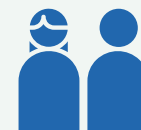
Actively focussing on the strengths and opportunities that each generation offer can help to maximise productivity, improve business relations and give energy and diversity to any market proposition.

Evidence dictates that cross generational working is more productive when backed up by supportive policies and is reflective of society’s expectations.

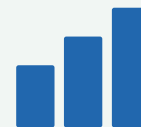


Did you know that from January - March 2020 there were 9.3 million workers aged 50 -64*

* www.ageingbetter.org.uk



Each generation offers core strengths. A workforce that is comprised of people from all ages will **serve its multigenerational customer base more effectively.**



As technology **exponentially increases**, the gap between generations will widen and unless employers take action to utilise people in a more creative way, this will become more evident and the **impact more serious.**



Organisations that want to **reduce generational tensions** within their workplace teams must increase awareness, understanding of differing needs but also look to **celebrate and promote differences.**

Inter-generational working: Is your business doing enough?

Currently there are four generations working alongside each other with a fifth soon to join the workforce. Each of these generational groups have specific characteristics and values which are based on their life experiences and the social, cultural, economic and political shifts that have taken place during their lifetimes. It's these experiences that unite and distinguish the generations from each other, so a business can benefit from having a more engaged workforce who value and understand marketplace diversity.



Celebrating the diversity and opportunities of an Intergenerational workforce

Employees responsibility

To share their experiences, assert their values and opinions but be open minded and acceptant that the opinions of others may differ.

Raise awareness with line manager/ HR of any generational factors that may impact upon work.

To maximise the opportunities to work across a section of people from multicultural and multigenerational backgrounds.

Raise awareness if you believe that opportunities of working cross generational are being missed.

Challenge practices that are unreasonable, (when challenging or discussing such issues use factual objective arguments that are evidenced based).

Proactively use your personal development plans to work on any areas where you might struggle with intergenerational working or where you personally feel that skills can be improved by utilising support of colleagues.

Employers responsibility

When undertaking projects or working parties ensure, (where possible), project members are comprised of people from different generations as this will maximise viewpoints, opinions and will consider a breadth of factors that might otherwise be missed.

Monitor communications and level of understanding amongst individual and team members, ensure, (through positive investigation and discussion), that there is clarity.

Consider the needs of the individual as well as the needs of the business.

Enable, (with guidance), team members to assist themselves and reach solutions where challenges arise. Intergenerational working can be advantageous to resolving complex problems.

Utilise one-one to make observations about 'relationship management and integration'.

Often one to one's focus on performance and productivity but focus less on relationships and this can be a missed opportunity to address and challenge issues or encourage integration.

The way in which people work together is integral to 'Wellness'. Use staff forums, surveys and private time with individuals to consider business needs.

A business strategy, campaign or promotion can help with raising the importance of successful intergenerational working.

References

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Registered Office: Unity Place, 1 Carfax Close, Swindon, SN1 1AP

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