



**SLEZSKÁ
UNIVERZITA**

OBCHODNĚ PODNIKATELSKÁ
FAKULTA V KARVINĚ

HUMAN RESOURCE MANAGEMENT

Lesson 5

Multigenerational leadership.

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Content

- Multigenerational leadership.

Multigenerational leadership

Multigenerational leadership refers to the ability to effectively lead and manage teams that include members from different generations, such as Baby Boomers, Gen X, Millennials, and Gen Z.

Each generation has its own unique characteristics, values, and communication styles, and effective multigenerational leaders are able to understand and navigate these differences in order to create a cohesive and productive team.

Skills to be a multigenerational leader

1. Strong communication skills: to communicate effectively with team members from different generations, to adapt communication style to meet the needs and preferences of each individual.
2. Cultural competence: to understand the cultural values and beliefs of each generation, and how those values may impact their work style and priorities.
3. Flexibility: to be flexible and adaptable, and able to adjust their leadership style to meet the needs of each individual and the team as a whole.
4. Empathy: to be able to **put themselves in the shoes** of team members from different generations, and understand their perspectives and challenges.
5. Collaboration: to be able to build bridges between team members from different generations, and foster a sense of collaboration and shared purpose.

Generations and their characteristics

1. Baby Boomers (born 1946-1964): Baby Boomers are often characterized as hardworking, competitive, and goal-oriented. They tend to value stability and security, and may be motivated by opportunities for advancement and recognition.
2. Generation X (born 1965-1980): Gen Xers are often described as independent, self-reliant, and adaptable. They value work-life balance and may be motivated by flexibility and opportunities to learn and grow.
3. Millennials (born 1981-1996): Millennials are often characterized as tech-savvy, socially conscious, and collaborative. They value work that is meaningful and aligned with their values, and may be motivated by opportunities to make a positive impact.
4. Generation Z (born after 1996): Gen Zers are just entering the workforce and are often described as entrepreneurial, creative, and diverse. They tend to value autonomy and opportunities to learn and grow, and may be motivated by the chance to make a tangible impact.

Pros and cons of multigen approach

Pros

- Diverse perspectives
- Improved decision-making
- Enhanced learning opportunities
- Increased adaptability

Cons/challenges

- Communication challenges
- Differing work styles
- Conflict resolution challenges
- Ageism

Companies with positive multigen approach

IBM has been recognized for its efforts to create an inclusive workplace for employees of all ages. The company offers training programs, mentorship opportunities, and flexible work arrangements to support employees at all stages of their careers.

PwC has implemented a "reverse mentoring" program, where younger employees mentor older employees on new technologies and trends.

BMW has a diversity and inclusion program and encourages cross-generational mentorship and collaboration.

Marriott International has implemented a "Learn from Everyone" program, which encourages employees to learn from colleagues of all ages.

TASK 1 – multigen challenge

Divide students into 4 groups/4 generations.

Create the activities, issues, of the approach to each group of employees:

- Work-life Integration (Balance)
- Technology
- Continuous Learning
- Feedback and Recognition
- Team Interaction (Collaboration)

Present your ideas to other students.

**Thank you
for your attention.**

