

Four Generations- Four Approaches to Work Improving Team Performance

On March 30 and 31, 2009 Community Living Brant hosted workshops on understanding and working in a multi-generational workforce. The workshop was conducted by Nancy Regan of [n-gen People Performance Inc](#) which is a company that designs and implements performance solutions by tackling the root causes of people performance issues from a generational perspective. Staff from Community Living Brant and over 20 community agencies learned how generational identities can be linked to specific workplace behaviours. The group discovered that the expectations a Gen Y or Gen X employee has for work are very different than a Baby Boomer or Traditionalist. Each generation had life defining events that shaped their view of the world and of work. The four generations view their relationship with their employer, their supervisor and their colleagues very differently. Each group has their own work and learning style. Through her presentation, Nancy showed participants why it is important to understand these differences in order to building a positive team within the workplace. Staff left with a different way of understanding their work colleagues by their specific work generation.