Leading a Multigenerational Team

[State of the Global Workplace](http://news.gallup.com/reports/220313/state-global-workplace-2017.aspx)’s research shows that 85% of employees are disengaged. As there are four generations in the workforce, it is a challenge for leaders to ensure employee engagement. Here are some tips and strategies that can help leaders provide a fulfilling work experience for their multigenerational teams:

* Balance structure and freedom.
* Have multiple communication platforms: In person meeting, emails, phones, social media.
* Have a social media policy
* Engage employees early on.
* Provide experiential learning. Explain the process and why. “We’re old and we’ve always done it this way” is disrespectful. Younger Workers will have the benefit of learning needed institutional knowledge and be able to offer appropriate suggestions for employments.
* Review the available career paths. If workers don’t stay for 20 years, you may need to see how to prepare for promotion sooner to have a viable succession plan.
* Invest in training and professional development early and continuously.
* Assess skill gaps regularly (technology, leadership, team building)
* Provide various training platforms (webinars, in-person conferences, and micro-learning experiences.)
* Provide Inclusion training: Implicit Bias, Micro-aggressions, and Cultural Humility.
* Question any policies that impact generational groups differently and ask why is that?
* Have appropriate workplace anti-harassment and bullying policies.
* Teach communication skills
* Teach dispute resolution skills.
* Consider workplace flexibility (part-time and contractual positions, telecommute, cafeteria benefits for various life stages, and adjusted work schedules).
* Implement Casual Days and other activities that allow informality when possible.
* Build in pro-social and community activities so generational groups can see and interact with others as individuals, not just a set of stereotypes.
* Provide cross generational assignments with variety. All of the tech duties do not have to go to the Millennial.
* Provide reverse mentoring opportunities.
* Have a variety of images in the workplace that reflect all generations are welcomed.
* Encourage and value input and opinions from all of the generations.