

MANAGING A MULTI-GENERATIONAL WORKFORCE

April 2022



Our workforce today currently employs five generations: Traditionalists, Baby Boomers, Generation X, Millennials, and Generation Z. With such different generational mindsets working together, there are bound to be unlimited opportunities as well as challenges. In this issue of HR In-Brief, we offer insights to support your business in successfully managing a multi-generational workforce.

Have thoughts to share or questions around this topic? Reply to this email to get in touch.

- Kim Osborne, CEO, Chemistry Consulting Group

Featured Guest Blog



Renée Safrata

CEO & Founder, Vivo Team

Leading a Multi-Generational Workforce

"The generation you grew up in can influence your behaviors. In the workplace, you might even notice fundamental generational differences regarding expectations, culture, performance, and engagement. Smart leaders will learn to work with these differences rather than against them."

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vivo
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About Vivo Team

Watch your workplace culture and profitability soar! Vivo Team's full spectrum learning experience develops competence, motivation, and collaboration among your leaders and teams through live, online training, coaching, and people analytics. The content and format are based on the latest, proven research in learning and development.

Understanding Today's Multigenerational Workforce: Benefits, Challenges, and 9 Best Management Practices



AIHR

"Multiple generations comprise today's workforce, and each has varied work habits, expectations, and communication styles. Employers who implement strategies that optimize a multigenerational workforce can bolster their business goals. What strategies can your organization use to reap the benefits of a multigenerational workforce? "

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How to Make a Multigenerational Team Collaborative and Productive



IT World Canada

"The modern workforce is highly multigenerational. As a result, different age groups have different expectations from their employers. To avoid friction and plant collaboration between complex teams, employers need to strategize effective management and employee engagement, and set performance criteria and hierarchies for cultivating a productive environment."

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'There's no expiry date on productivity': Ageism keeps many companies from benefiting from older workers



Ottawa Business Journal

"Employers not only profit from loyal and engaged older employees who provide guidance, expertise and balance, says Hirsh Spence, but bringing older adults back into the workforce is also a solution to the current talent shortage."

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"Employment gains continue in March"

The Daily - Labour Force Survey

	JANUARY 2022	FEBRUARY 2022	MARCH 2022
VANCOUVER	5.7%	5.4%	5.4%
VICTORIA	3.9%	4.2%	4.1%
BRITISH COLUMBIA	5.1%	4.9%	5.1%
CALGARY	8.5%	8.5%	8.5%
ALBERTA	7.2%	8%	7.7%
CANADA	6.5%	5.5%	5.3%

Source: *Statistics Canada Labour Force Survey, March 2022*

Please join us May 19th for our annual participation in the Montridge Advisory Group Experts Panel. Chemistry's own, Debra Walker, Associate HR Consultant will be a panelist along with other subject matter experts offering advice to the business community.



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Shifts, Changes and Lessons in Today's Work Environment

Ryan Anderson - Partner,
Mathews Dinsdale Clarke LLP

Matthew Baker - Senior Manager,
Baker Tilly WM LLP

Judith Mewhort - Managing Partner,
Montridge Advisory Group

Debra Walker - Associate HR
Consultant, Chemistry Consulting Group

Food and Beverages Served After the Event



Thursday, May 19th, 2022
3:30pm - 5pm PST

Steamworks Brewpub Vancouver

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