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Walt Was Right! It Really is a Small World After All

Navigating Generational Dynamics in the Workplace and Marketplace

- 1. Adopt Flexible, Personalized Communication:** Recognize that preferences vary, from in-person meetings for Baby Boomers to digital/instant messaging for Millennials and Gen Z. Tailor communication styles to ensure engagement and clarity for each group.
- 2. Implement Reverse Mentoring and Collaboration:** Encourage cross-generational teams where older employees share institutional knowledge while younger employees provide digital, tech-focused, or innovative perspectives.
- 3. Prioritize Flexibility and Purpose-Driven Work:** While Boomers and Gen X may prioritize security and, in some cases, traditional work structures, younger generations (Millennials and Gen Z) heavily prioritize work-life balance, flexibility, and purpose-driven, inclusive work environments.
- 4. Embrace Technological Adaptability:** Provide a diverse array of digital tools to bridge gaps, accommodating both those who prefer traditional, formal communication and those who thrive on immediate, digital, and visual platforms.
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- 6. AND REMEMBER:** The truth is that there is much that all people have in common and important priorities that they share regardless of the generation into which they were born.