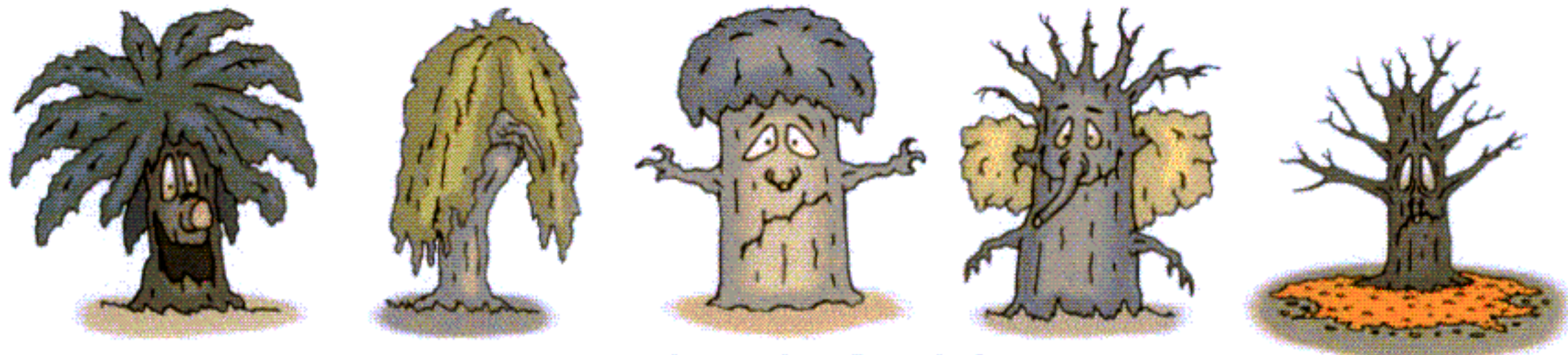


# Managing an Intergenerational Workforce

## Leadership Challenges and Management Tips



Stages of the 'Tree of Life'

For the first time in history, our workforce comprises of four different generations who hold vastly different values, beliefs and motivators. Managing the different generations of workers is emerging as a contemporary challenge for workplace leaders, managers and colleagues alike.

We are only at the beginning of understanding the impact of Generation Y, the new workforce of knowledge workers, but already significant differences are emerging that are causing managers to question their strategies for attracting and retaining the workforce of the future. Indeed, the greatest challenge for CEOs globally and for Heads of Departments nationally is recruiting the right people with the right skills at the right time.

Generation Y and the later years of Generation X who hold similar values to them are predominantly represented in the graduate intake for the Public Service since 2002.