

# Embracing the Challenges and Opportunities of the Multi-Generational Workforce

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# GHASEM'S BELIEFS

- ⦿ **Not right or wrong**
- ⦿ **Not accurate or inaccurate**
- ⦿ **Not bad or good**
- ⦿ **It just is what it is.....**

# MULTIGENERATIONAL WORKFORCE

- ① How many generations are working side by side today?
- ① What do you know about them?

# MULTIGENERATIONAL WORKFORCE

- ◎ **GENERATION MATURE/  
TRADITIONAL TRADITIONALISTS-  
(Born before 1946)**
- ◎ **GENERATION BABY BOOMERS- (Born  
1946 to 1964)**
- ◎ **GENERATION X- (Born 1965 to 1977)**
- ◎ **GENERATION Y/ MILLENNIALS - (Born  
1977 to 1995)**
- ◎ **Generation .....**

What do you dislike about:

What do you like about:  
or  
What are you jealous about:

# GENERATIONAL CHANGE PRIMARY FORCES

# GENERATIONAL CHANGE

## PRIMARY FORCES

- **Parenting trends**
  - **Technology**
  - **Economics**
  - **Life Span**
- 
- **NOTE: Generations will likely become shorter in duration.**

# MEMBERS OF GENERATIONS SHARE SIMILAR:

- **Beliefs**
- **Values**
- **Preferences**
- **Priorities**
- **Attitudes**
- **Expectations**
- **Communication Style**

- **NOTE: The modern US workplace structure was created by Matures, perfected by Boomers, reluctantly inherited by Generation X, and now Generation Y feels no obligation to it.**

# **WHEN LEADING A MULTIGENERATIONAL WORKPLACE, KEEP IN MIND:**

- ⦿ Every generation thinks the one after it has it easier than they did.....**
- ⦿ Every generation thinks the one after it needs to pay their dues the same way they did.....**
- ⦿ Every generation thinks the one after it has no taste in clothing or music.....**

# GENERATIONALLY FOCUSING PRIMARY HR OPERATIONAL AREAS:

- ① **Recruiting**
- ① **Orientation**
- ① **Training**
- ① **Retaining**
- ① **Motivation**

# What can we do.....

- ④ **Awareness**
- ④ **Understand**
- ④ **Validate**
- ④ **Utilize each generation's uniqueness to apply effective/useful strategies and actions to bring all four generations together.**

# Basic Human Needs Regardless of Generation

- Being Heard
- Feeling Understood
- Being Valued
- Feeling Respect
- Sense of Belonging (Community)
- Freedom (Choice)
- Play (Fun)

# Seven Core Foundations of Ghasem's Approach

- ① Law of Attraction
- ② Law of Similarities and Differences
- ③ Holographic thinking
- ④ Our blessing is our curse
- ⑤ Human connection principles
- ⑥ Ghasem's paradoxical principles
- ⑦ Life-Connecting communication

# “Law of Attraction”

- ⦿ What we think the most, we attract the most, receive the most, and become the most.

# Law of Similarities and Differences

- ⦿ Our similarities connect us  
and
- ⦿ Our differences expand us

# Holographic Thinking VS. Binary Thinking

## ⦿ Binary Thinking

- Right or wrong thinking
- Bad or good thinking
- Accurate or inaccurate thinking
- Either/Or thinking

## ⦿ Holographic Thinking

- There are many ways to think, see, and do things and all could be effective and helpful.

# Our Blessing is our Curse...

## How did we get here?

### ◎ Our Blessings

- Industrialization
- Wealth
- Abundance
- Technology
- Unlimited Choices
- Media

### ◎ Our Curses

- Instant gratification: I want it and I want it now
- Low tolerance (Physical)
- Low patience (Psychological)
- Speed and concept of time - faster and faster

# Human Connection Principle (Future Workshop)

- Relate to other with love and respect
- Communicate with authenticity
- Embrace and celebrate individual differences
- Deal with difficult issues
- Bridge the differences with integrity

# Ghasem's Paradoxical Principles (Future Workshop)

- Waste time to save time
- Small things make big differences
- Managing yourself and others will manage themselves
- It works out by not working out
- Everything is about me and nothing is about me
- You cannot not communicate
- To influence is to be influenced
- When I go from here to there ; there is here
- In every journey I lose some of me to become more of me

# Life-Connecting communication (Future Workshop)

- ⦿ Observation: I see, hear...
- ⦿ Feelings: I feel...
- ⦿ Needs: I need...
- ⦿ Request: Are you willing...
- ⦿ Pause:....

“In our every deliberation, we must consider the impact of our decisions on the next seven generations.”

-From The Great Law Of The Iroquois Confederacy



Theory & Practice of Engagement

$$E=MC^2$$

Future Workshop

Coming soon in Austin TX

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