



# Positive Change Consulting

Improving Performance Through People

Newsletter 3/2006

In this edition:

- Generations at Work
- Your chance to win (see below)



- Focus on You



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## Generations at Work! Can we afford to let the gulf widen?

**"My idea of a Baby Boomer is a White Anglo-Saxon Male, with a command and control style".**

The speaker was female, Asian and in her late 20s. She was captured briefly on video for screening at "The Leadership Question" on May 3rd, an annual event hosted by the FinReview Boss magazine.

Command and control style? Come on, this is the 21st Century! Surely all Baby Boomers aren't like this?

Even mindful of George Bernard Shaw's reflection that "Youth is wasted on the young", I doubt we can dismiss the lady's assessment as the ill-conceived opinion of her generation. If her experience and opinion of Baby Boomers is held generally amongst her peers, no wonder there's a growing divide between the generations; no wonder the Baby-Boomers find it difficult to get jobs. No wonder there's increasing media coverage given to the apparently free-spirited GenY.

Let's get the distinctions clear: GenY (aged 11-27) GenX (aged 28-40) Baby Boomers (aged 41-60). Hardly a day goes by without seeing some reference to the different generations at work - the media obviously judges the topic 'sexy' - we even looked at part of the 'generation' issue - Leading Gen X and Gen Y, quoting a Hudson 20:20 (Australia) research paper, "The Generational Mirage?", in an earlier newsletter (Nov. 2005):

### What about the Baby Boomers?

However, we haven't looked at the plight of the Baby Boomer generation. There's been considerable input from the new GenY experts but not much at all has emerged from the other end. That's me and some of you - Baby Boomers! Well, we probably can't claim we're 'sexy' any longer. Oops! Did I really say that?

But are Baby Boomers really dinosaurs? Should we resign ourselves to being quietly bundled out the back door to graze in precarious economic circumstances, asset rich but cash poor? The chances are fairly slim that a meteor will land again and put us out of our misery, so, let's see what's really happening out there.

Is the situation really so bleak? Are we doing things to make the situation worse? Given the skills shortage, can we really afford to ignore this group - me, us?

I'd like to believe that all generations at work, including Baby Boomers, want the same things: "appreciation and feedback and meaningful learning; and they want a balance between autonomy and support - "One-on-one support, coaching, mentoring and role modeling". [Hudson:"The Generational Mirage?"].

There are a number of questions I'd like to explore, with your help, over the next few issues. I'll offer you my assessment of the situation and include your feedback.

Some of the questions?

- What is the situation in the workplace - from the research? Read what this manager has found:
  - o **Pat Hacker** on the reality or myths of the generations at work? (See Articles & Research)
- There's a skills gap isn't there? Can we really afford to allow a war of the generations to develop? Read what this manager has discovered:
  - o **Lara Rafferty** on our ageing workforce (See Articles & Research)

How can leaders and managers guide all generations through the minefield? **Your chance to win!!! See Below**

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**Jennifer McCoy**  
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We'd love to hear your feedback.

*Jennifer McCoy & Tony Austin*

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## Next – your chance to win!

A bottle of Chandon Cuvee Riche



Plus we'll share your stories to celebrate your company's success and showcase your great staff with our readers.

Yes, we want to hear your own experiences of the generations at work – in your workplace. Specifically we'd like to hear the positive, uplifting and interesting experiences of the generations working together cooperatively, valuing each other, learning from each other.

In short, stories that declare war on the negatives - on The Great Divide!

Send your stories to us: email [here](#) using the subject line **Generations at Work**

**Focus on you.** Give yourself time and space to reflect on where you are going and why? Is the business all-consuming? Do you have enough time for friends and family? Or yourself? **Why not consider working with a Coach to help you find a different perspective, achieve work-life balance ? [More information.](#) [Email here](#) for a Complimentary Coaching session**

Train your managers and team leaders to think and act like leaders, to become a coach and mentor for your staff. Book a **Leader as Coach and Mentor Workshop** now. More information.

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### The purpose of this Newsletter

Positive Change Consulting shows people how to build great leadership, manage change, improve teamwork for business productivity – and restore balance to your life.

In this newsletter we aim to alert you to the latest research into leadership, report people-related workplace news, suggest ways for encouraging staff involvement to improve your business and alert you to the things we are doing and the services we can offer you.

### We welcome Contributions

Please contact us if you would like to contribute to this newsletter. Just email or phone to share any experiences.

Email [here](#)