### Managing a Multigenerational Imaging Team

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### **OBJECTIVES**

- Define 5 Generations in the workforce
- Understand how to communicate with different generations
- Discuss the role of feedback and reward
- Mentoring overview
- Gain recruitment and retention ideas
- Understand how to help preserve the imaging profession

### GENERATIONS DEFINED

# What defines a generation?

- Time frame
- Characteristics
- Life experience
- Historical events



## VETERANS/SILENT GENERATION

#### Also known as:

- Traditionalists
- Depression Generation



**Born between 1922 and 1945** 

## **BABY BOOMERS**

#### Born between 1946 and 1964

• 75 million!!!!



### **GENERATION X**

### Also known as:

Gen-X

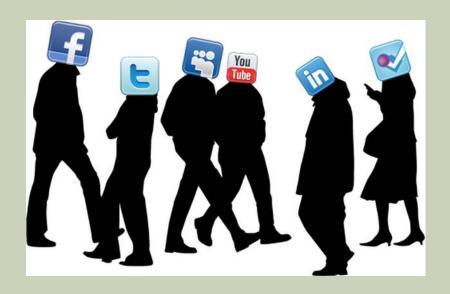
Born between 1965 and 1980



# GENERATION Y/MILLENNIALS

#### Also known as:

- Nexters
- Nex Gens
- Echo Boomers



Born between 1981 and 2000

### **GENERATION Z**

#### Also known as:

New Silent Generation

Born after 2000

LOOK OUT!!!!!! Here they come!



### NOT WRONG.....JUST DIFFERENT

- Which generation is right?
- How do we bring them all together?
- How do imaging leaders maximize performance?



## **COMMUNICATION METHODS**

- Text
- Phone Call
- Memo
- Voicemail
- Meetings
- Help!!!!!!



### FEEDBACK AND REWARD

Everyone like recognition....the trick is knowing how, when, and where!

**Formal** 

Face to face

**Private** 

**Public** 



## TRAINING AND TECHNOLOGY

- Training methods
- Learning styles



# **MENTORING**

Traditional

Reverse



### RECRUITMENT AND RETENTION

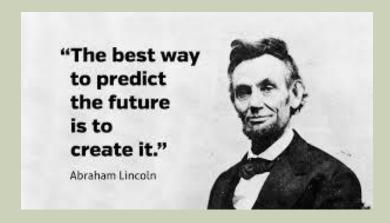
- How do we get them?
- How do we keep them?



### PRESERVING THE PROFESSION

### Can anyone predict the future?

## Prepare—Prepare—Prepare



### CONCLUSION

### **THANK YOU**

# **Questions and Answers**

