



Learning & Development  
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# MANAGING GENERATIONAL DIVERSITY IN A WORKPLACE

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# OBJECTIVES

At the end of the session, you will gain understanding of the following;



The concept multigenerational workplace

Benefits of A multigenerational workplace

Challenges multigenerational workplace

How to manage generational diversity in the workplace to max productivity



# CONTENT

What is a  
multigenerational  
workplace?

Benefits of a  
multigenerational  
workplace

Challenges of a  
multigenerational  
workplace

How to Manage a  
multigenerational  
workforce

# What is a Multigenerational Workforce?

The presence of members of different generations making up the employees of an organization.

This is especially true today because people are retiring later.

# Active Generations in our Workforce

Generations	Birth year
Traditionalist	1925-1942
Baby Boomers	1943-1964
Gen X	1965-1980
Millennials	1981-1996
Gen Z	1997-2013

# Benefits of a multigenerational workforce

Problem-solving  
Abilities

Multiple  
Perspectives

Learning/Mentoring  
Opportunities

Knowledge Transfer  
and Retention

Unique  
Relationships



# Challenges

Communication  
Issues

Negative  
Stereotypes

Varying  
Employee  
Expectations

# How to Manage Generational Diversity

Work On Your  
Employee Value  
Proposition (EVP)

Fine-tune Your  
Inclusive Hiring  
Process

Cater To Different  
Communication  
Styles

Clarify And  
Reiterate  
Expectations

Collect Feedback

Accommodate  
Diverse Working  
Styles And Needs

Create Learning  
Opportunities

Combat Bias and  
Stereotypes

Nurture an  
Inclusive  
Environment At  
Work



# How can we overcome these challenges?

Feeling Respected.

Being Listened To.

Having Opportunities for Mentoring.

Understanding the Big Picture.

Receiving Effective Communication.

Receiving Positive Feedback.

Experiencing an Exchange of Ideas.

# Conclusion

Organizations need to appreciate heterogeneity within a homogeneous generational group instead of treating current or prospective potential employees simply as members of one generation.



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**THANK YOU**