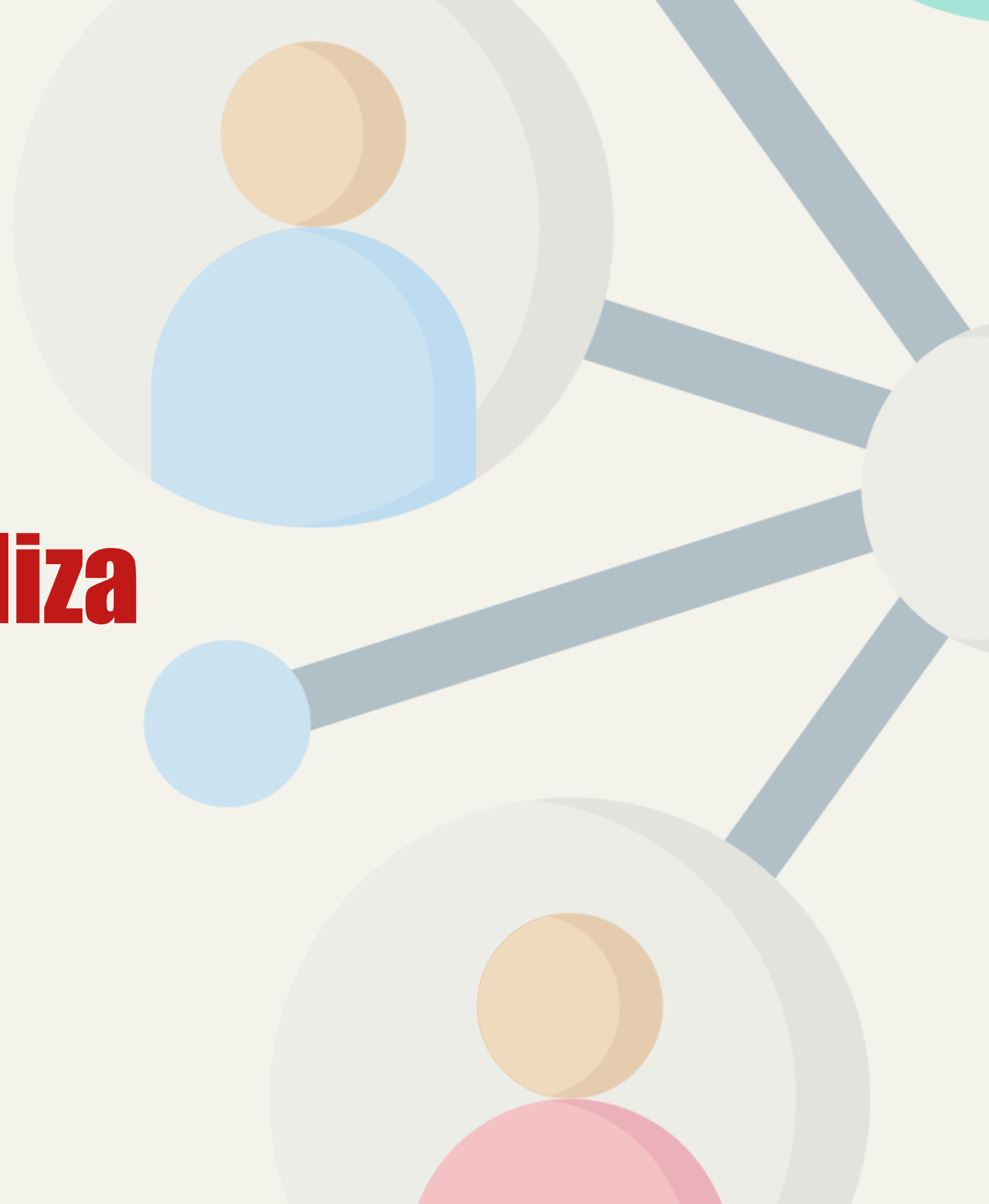


Dame Carol Black in conversation with Dr Eliza Filby

Dr Eliza Filby



Baby Boomers 1945-1965

The Exceptionals



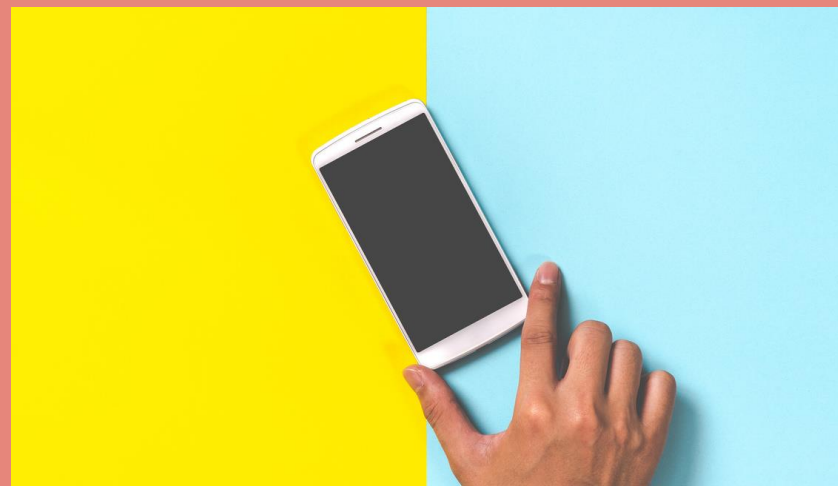
Generation X 1966-1980

The Ignored



Millennials 1981-1996

The Inbetweeners



Gen Z 1997-2010

The Experimentals



How BIG is your Generational Gap?

1/3 of employees believe generational differences cause misunderstandings and conflicts in teams.

29% struggle with cross-generational communication due to differing styles and preferences.

41% of younger employees feel older colleagues resist new technologies, causing frustration and limiting innovation.

35% of older employees feel sidelined in decision-making, believing their experience is undervalued.



Take the Multi-Generational Advantage Scorecard by Dr Eliza Filby – a free diagnostics tool

Life Just Looks a Bit More

Complicated....



**20th Century 3-Stage
Life**



**21st Century Multi-Stage
Life**

DELAYED ADULTHOOD

EDUCATION

MANAGING TWO CAREERS

CAREER CHANGE

LOOKING AFTER CHILDREN

RETRAINING

ASSETS

SOCIAL CARE BUILDING

RETIREMENT?

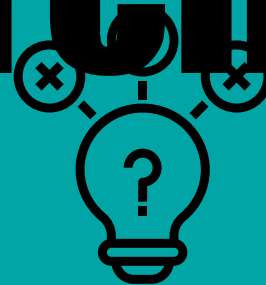
CARING FOR PARENTS



Raise your Awareness



VALUES GAP
How are my
assumptions
determining my
relationship with
colleagues?



CAREER GAP
How was my career
journey different
from both my
juniors and
seniors?

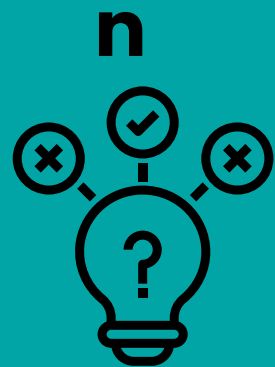


LEARNING GAPS
What do I know
that younger/older
employees may
not yet
understand?

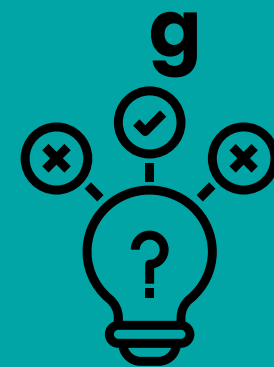


Prioritise the Right Things

Communication

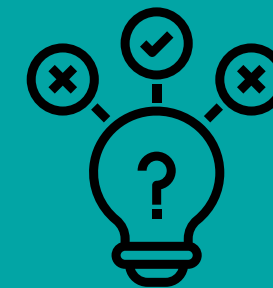


Communication
Charter



Cross-
Generational
Collaboration

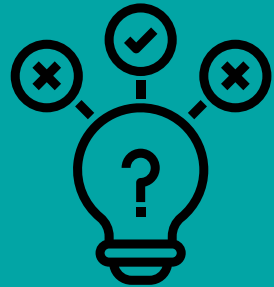
Care



'U-Work' Unilever



Three Takeaways



ASSESS THE GAP



**OPEN UP DIALOGUE
ACROSS
GENERATIONS AND
SENIORITY**



**BUILD AGE
INCLUSIVE
PROGRAMMES**

Out Now!



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