



Baker's Dozen Suggestions for Bridging Generational Gaps

1. Build diverse, cross-generational teams for new projects.
2. Invite long-time employees to serve as mentors to new employees.
3. Foster curiosity and expect all employees to ask questions and make contributions.
4. Pair new employees with senior leaders. Ask specific questions about how each would approach a similar challenge.
5. Solicit feedback in non-obtrusive ways so that everyone has a voice and then share the ideas without attribution.
6. Schedule teambuilding sessions with direct applications back to work that also help employees get to know each other. Rotate event planners.
7. Ensure that images on signage and PowerPoints include generational diversity.
8. Recognize generational contributions with celebrations.
9. Listen with respect.
10. Help someone you don't usually work with succeed.
11. Invite generational teams to meet with or present to senior leaders.
12. Invite new and seasoned employees to teach others a skill they have.
13. Seek out ways for high performers to encourage those who are just learning.