

TITLE: From Gen Zers to Baby Boomers: Different Generations Enjoy ALSAC's Hybrid Schedule

As the sun rises in Memphis on Wednesday mornings, ALSAC employees' alarm clocks blare and coffee pots rumble. Although a mandatory in-office day requires an earlier wake-up call and an occasionally hectic commute, this day is integral to building rapport among coworkers and maintaining ALSAC's positive company culture.

At ALSAC, our hybrid schedule consists of three days in office and two remote days, providing employees with flexibility and accommodating for busy family lives. Mandatory in-office Wednesdays, therefore, are essential to ensuring working teams across our organization have the opportunity to reconnect and synergize.

In the aftermath of the COVID-19 pandemic and the coinciding resurgence of offices returning to fully in-person or hybrid schedules, the pros and cons of different working cadences have become a hot topic. Along with that, discussions about the type of schedule each generation typically prefers has also become a matter of interest among human resources and workplace optimization professionals.

According to the Forbes article [What Different Generations Think About Hybrid Work](#), "Millennial hybrid workers are most likely (53%) to look for another job if their employers cease hybrid working and wanted them back in the office." Meanwhile, the article says that Baby Boomers feel similarly but to a lesser degree (33%), while hybrid Gen Z workers are the most likely to be conflicted (40%).

Therefore, curious about ALSAC employees' perceptions of the current hybrid schedule and how generational backgrounds coincide with these views, the internal communications team decided to sit down with the enterprise marketing team during their weekly team lunch at Danny's Deli.

Composed of eight team members across four generations, the colleagues engaged in an active discussion of how their generational backgrounds may affect views on hybrid, remote and on-site working schedules.

Danny Jones, senior advisor and the team's most senior member as a baby boomer, said, "Before COVID hit, I had spent my entire career in a world where working remotely or on a hybrid schedule was essentially unheard of." Jones added that he was relieved when ALSAC employees were able to return to the office because he missed the routine and seeing coworkers in-person.

However, Jones' coworker, 23-year-old Gen Z Jenny Hughes had a different perspective. "It took me time to acclimate to working in an office three days a week, but I love having some flexibility with my schedule and being able to work from home."

As a recent college graduate, Hughes' perception of a hybrid working schedule and a mandatory in-office day aligns well with what studies claim to be the norm for Gen Z workforce members. Half of Hughes' college experience was during COVID-19 and fully online, so she appreciates that a hybrid schedule allows her to adjust to working in the office.

All eight enterprise marketing team members agreed, however, that having one mandatory day a week has improved their bonds with coworkers. After all, their weekly team lunch at Danny's Deli would not be possible without mandatory Wednesdays.