# Honoring Our Diversity

Pre-Boomer **(before 1945)** The whistle call reminds us of a generation whose command strategy is a regimented march, based on a paramilitary approach to life and work. Born in the Industrial Age, this cohort has maintained a remarkably strong work ethic which is demonstrated by working hard with your hands, paying your dues with experience, and demonstrating true grit. *"I am my work"* is the battle cry of this strong, silent, foundation-building cohort.

Baby Boomer **(1946-1964)** Moving away from the command policy of their parents, the puzzle palette demonstrates a collective mindset imprinted to build more interpersonal and collaborative relationships within their lives and work. A prominent sword held high reminds us of a clan who advanced intentionally to change inequity in the world, as they broke crucial ground to establish the women, civil and human rights movements. The sharp pencil replaces the blades as the symbol of an *"I live to work"* state of mind. Women begin to take centre stage in the world of work as they step into careers ranging from the front line to the boardroom.
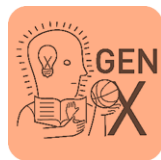
Generation X **(1965-1980)** A basketball illustrates this cohort's perseverance in attaining life-work balance, as their mantra morphs into *"I work to live."* This clan is deep-rooted in an entrepreneurial paradigm as company loyalty has disintegrated. These latchkey kids were raised to be independent and are profuse with bright and innovative Ideas —willing to take risks and to 'think out of the box.' The textbook reminds us of their passion for higher learning and information gathering.

Generation M **(1981-1997)**– Well established in the frontier of technology, this progressive generation thinks and acts with a global, interconnected approach. The cell phone is not for talking, but texting, and clicks out the message, "*I work to play."* An enthusiastic cohort who collectively sees the world as open and available—where they have access to everything, and everything is a conduit to them. A savvy group influenced by the likes of Harry Potter, the possible is all around them and they possess built-in fraud detectors. They are bursting with questions and will use technology to find out the answers to who, what, where, when, why and of course, how.

Generation Mi **(1998-present)** With many common qualities and characteristics of their Gen M cousins, there are distinct trademarks of this cohort that give them the **M**[i] title. The internet world and the hand-held devices, apps and vocal intelligence surround them. Global technology surrounds them like a halo influencing their choices, decision and actions shouting out a work credo that says, *"I work for purpose and security"*   From the global environment to crowdsourcing, the shared economy to gender identity--they choose to live, and thrive in an inclusive and transparent world where they know they can make a difference, yet are realistic, practical and have wholeheartedly returned to the traditions of their grandparents.

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The WorkCycle

The **black outer boundaries** represent the motion of each generation's workCycle as their career progresses from hiring onto retiring. Some have completed their cycle and closed the loop. Others are only beginning to enter the workplace and are a quarter of the way into their careers. Each generation influences the previous one depending upon the one it touches closes to in age; yet, all have the capacity for mentoring one another regardless of generational cohort.

Pre-Boomers: Although their traditional workCycle is complete they still influence the workplace through board positions, mentoring and consulting.

Gen X: The organizations current roster of leaders who are well beyond the midpoint of their workCycle. They grown into their confidence and are ready, willing and more than able for upward mobility. They are entrepreneurial, innovative and with steadfast maturity.

Gen Mi: Just now beginning to enter the job market with an eye towards gathering experiences and education over career strategies. Its time to test out what fits into their workCycle and for how long.

Boomers: Currently completely the final stages of exodus from the workplace their workCycle is almost complete. They are leaving the organization, but they aren't really retiring; more of a readjustment to use their wisdom and experience elsewhere.

Gen M: The organizations newest emerging leaders with one foot firmly planted in the organization and also strategically preparing lattice career moves for wither lateral and to be the next round of upward mobility.

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