

GenX, GenY, Gen? . . . The Risks of Age Profiling in the Workplace

Sage HR R&R: Refresh and Recertify
Webcast Series

Your Presenter for Today

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Objectives

In today's webcast, you will learn:

- Why there is so much emphasis placed on generational differences in today's world.
- The good, the bad, and the ugly in considering “generation” as a category in the workplace.
- How to avoid the pitfalls of labeling generations and the impact this will have on business operations.

What Do CEO's Want?

Pay attention to:

Revenue

Customers

Budget

Compensation Management

Recruiting

Succession Management

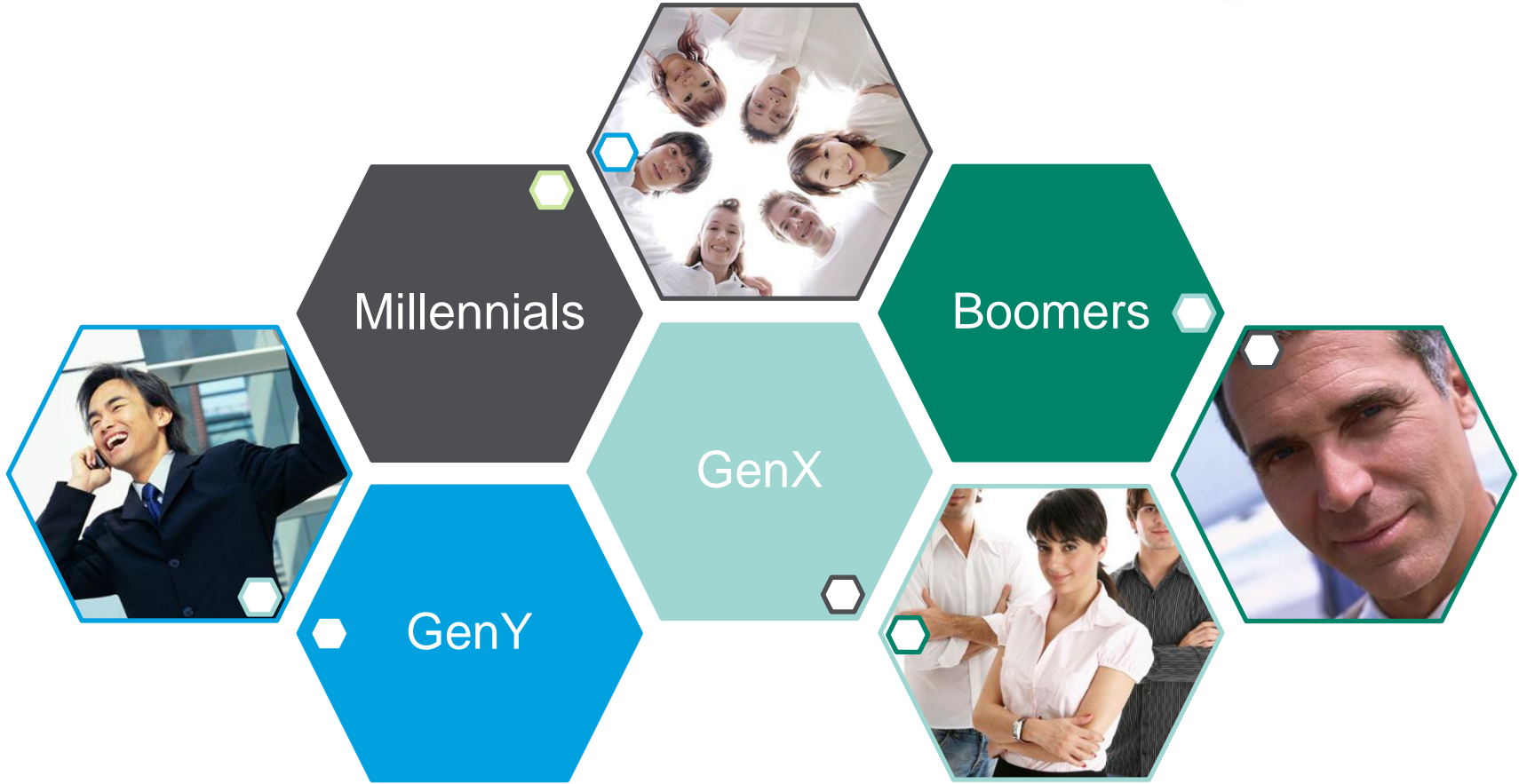
Free From What?



The Younger Generation

“The children today love luxury; they have bad manners; have contempt for authority, they show disrespect for elders and love chatter in place of exercise. Children are now tyrants, not the servants of their households. They no longer rise when elders enter the room. They contradict their parents, chatter before company, boggle up dainties at the table, cross their legs, and tyrannize their teachers.”

~ Socrates



What's A Business To Do?

Employees need four things from their employers:



Knowledge



Tools



Feedback



Recognition

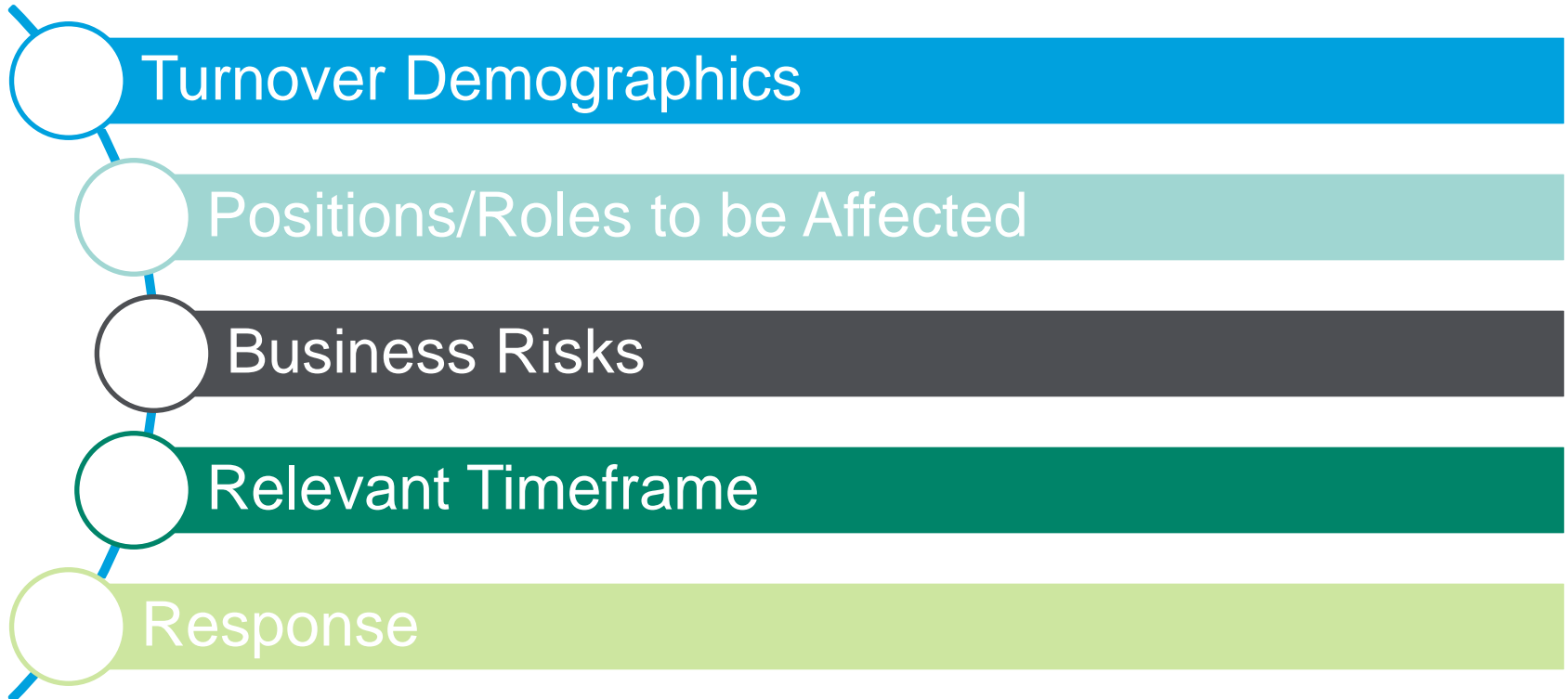
IBM/ASTD Study

Closing the generational divide.

- Focus on Demographics
- Transfer of Knowledge
- Consider Learning Styles
- Remove Roadblocks
- Flatten Learning Curves

IBM/ASTD Study

What you need to know.



The Long Arm of the Law

- Age Discrimination Act of 1967 (ADEA)

- 1975 extension of the Age Discrimination Act

- Older Workers Benefit Protection Act 1990

Silicon Valley and Age Discrimination

- Over 40
- Workers in their thirties
- Average age:
 - Facebook
 - Google



Portland State University Department of Psychology

Debunks pervasive “truths.”

- Older workers cost more.
- Age is a key factor in determining performance.
- Older workers are less able to learn.
- Older workers are less adaptable.
- Older workers are less flexible.
- Older workers resist change.
- Older workers are less motivated.
- Younger workers outperform older workers.
- Younger workers are less dependable than older workers.

Best Advice

Be Aware

Knowledge,
Skills, and
Abilities

Forget Age

Data vs.
Chatter

Focus



Where is



Human
Resources?

Watch the Left Hand

Right Hand

- Reduced labor pool.
- Need skilled labor pool.
- Need to be on the cutting edge.
- Unemployment insurance rates rocketing.
- HR reputation.

Left Hand

- Only hire younger people.
- Age bias.
- Vanilla workforce.
- Pass on the unemployed.
- ?



GENERATION BUSTERS

About Sage HRMS

- Sage HRMS helps companies optimize HR processes and maximize Return On Employee Investment (ROEI)™.
- Sage HRMS delivers comprehensive employee management solutions automating HR, payroll, benefits, employee self-service, time-off, recruiting, training, workforce analytics, and more.
- A global \$2.2 billion company with over 30 years of experience and 6 million customers, Sage has provided HRMS solutions longer than any other company in North America.

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