

Coaching Tip: Multigenerational Teams

This coaching tip was adapted from the Center for Creative Leadership

5 Tactics for Working with Cross-Generational Teams

Rethink the Boring Stuff	Flex the Hours	Help Them Learn	Give Good Reasons	Learn From Each Other
Explore new technology offered up by tech-savvy younger employees to reduce repetitive and rote work for everyone.	No matter their age, employees want a life outside work, so balance off-hours coverage so no one has to work 24/7.	Older & younger employees can mentor each other in different ways (eg, being organizationally vs. technologically savvy).	Don't insist on doing something just because that's the way it's always been done.	Both age groups can offer wisdom to one another, if they're open to hearing it.

Center for Creative Leadership

The above graphic is aimed at workplace relationships, but a lot of it can be applied to League volunteer teams as well!

Rethink things – Create a culture where everyone, of any age, feels welcome to contribute new ideas or ways of doing things. Not every idea is going to be a homerun, but most ideas are worth at least considering.

Flexible times – Is your group trying to work with people that have different schedules? Consider alternative times so that more people can participate if no common time exists.

Teach each other – We all come to the table with different experiences and knowledge, don't be afraid to draw on those different experiences.

Learn from each other – In order to truly create an environment where people of different generations can teach each other, everyone has to be willing to be the student. Be open to listening to different ideas and perspectives and encourage the people around you to do the same. One of the most common reasons that people join League (and love it) is because it is a place to learn.

And finally, make sure you are doing things for a reason and not just because it is the way it has always been done!

Remember: we are all more alike than we are different. Everyone here is trying to work towards the same goal: a more perfect democracy!

Resources:

Full CCL Article: <http://insights.ccl.org/articles/leading-effectively-articles/the-secret-to-working-with-millennials/>

YPTF Toolkit: <http://forum.lwv.org/member-resources/article/young-peoples-task-force-building-league-tomorrow-toolkit>