

# The Novia Difference

## Generations in the Workforce:

### How are you bridging the gap between the ages?

Today's hospitals have as many as **four different generations** working alongside one another with very different management and work styles.

Most hospitals are challenged to develop and implement mentoring programs that account for the different expectations and work styles of the multiple generations in their work force - which can lead to a **shortage of new leaders in the pipeline.**

Grooming the leaders of tomorrow is critical to the ongoing success of any healthcare organization. **Less than 52% of hospital CEO's have a succession plan** and only one-third have mentored a successor, yet, as part of the baby boom generation, **C-Suiters are leaving at a rapid rate.**

### Generations in the Workforce: Who are they?

- **Traditionalists** aged between 68-89 - prefer a top down chain of command and value acknowledgment for their experience and work.
- **Baby Boomers** aged between 50-67 - are viewed as competitive workaholics who are optimistic, loyal and results oriented.
- **Generation X** aged between 35-49- are often viewed as self-starters with entrepreneurial traits. They are not as loyal to employers as their previous generations were.
- **Generation Y** aged between 15-34 - can be characterized as non-conformists who are open minded and socially conscious. This generation is very capable at multi-tasking, but expect flexible hours and work life balance.

### When faced with a sudden opening in management, how do you bridge the generational gap?

Interim Management can be an excellent solution to bring in leadership with a coaching and management style that can reach across the generations.

Contributing sources: Forbes, *Does Gen Y really want honest feedback?*; Joseph Folkman May 15 2014, H H& N *Generations in the workplace: 8 tips to manage staff across the ages*; Laura Putre November 01 2013, Minority Nurse.com *The generational Shift: How to manage different generations in the workforce*; Robin Farmer Magazine Issue- *Top 25 Nursing Employers*, *Houston Business Journal From Boomers to Millennials: Managing different generations*; Janet Flewelling April 24 2014



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SOLUTIONS

**Whether it is the CEO, Director of Perioperative Services or the ER Manager... Do you have a succession plan? What would you do in the interim while searching for the perfect permanent replacement?**

Change is imminent. When it occurs and a gap is created within your management team, please remember Novia Solutions as your temporary service that will make a permanent difference.

**One call today can bring your Management Solution tomorrow. It's that simple!**

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