Generational Harmony: Keeping Pace & Keeping Peace

Adapting Education & Training for Groovy Boomers and #GenMe
A Major Generational Shift is Upon Us
Building a Foundation for Success

Baby Boomers +
Gen X +
Gen Y & Gen Z
(Millennials)
Generational Group Exercise!
#brainbreak
Paid Time Off or Cash Bonus?
No Cost Solutions

TO INCREASE RETENTION IN THE MODERN WORKFORCE

- Policies re: Technology
- Flexible Work Schedules
- Dress Code
- Remote or Work-from-home Employees
Talent & Ability…
Don’t Pass it Up!
Build a Team that Wins! (and keep them)

- Cost to recruit: $3200USD per employee
- Cost to train: $2500USD per year, per employee
- Employees spent 46 hours, on average, in 2015 in training
- 6.5 months to “break even” point on company’s investment
Getting to know the new workforce…
Who is your role model?
What is your life motto?
What is the biggest misperception or negative stereotype of your generation?
Communication is KEY!

Build TOGETHER

Balance = HARMONY
Harmony = RETENTION
Retention = PRODUCTIVITY
Paul Jablonski
Director of Wellness & Beauty Learning Center & Events,
Universal Companies, Inc.
pjablonski@universalcompanies.com

Anita Lumpkin
Director of Education,
Universal Companies, Inc.
alumpkin@universalcompanies.com