

The Multigenerational Workforce: What Employers Need to Know About Talent Retention

Moderator: Mike DePrisco

December 5, 2023



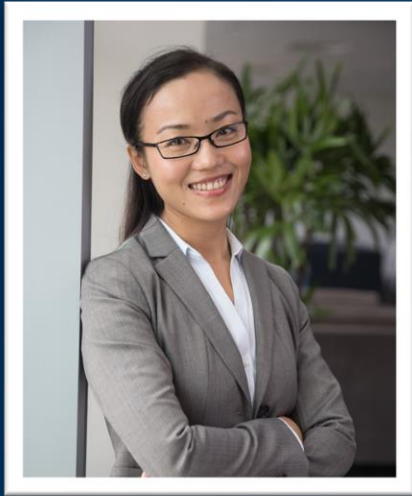
The Association of
Accountants and
Financial Professionals
in Business

Moderator

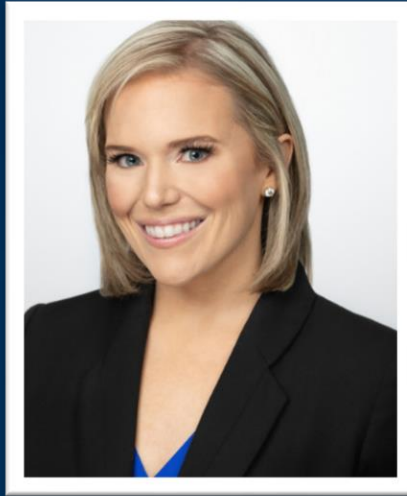


Mike DePrisco
President and CEO
IMA

Featured Panelists



Susie Duong
Senior Director of Research and
Thought Leadership
IMA



Casey Engeling
Director, Finance and Accounting
Robert Half



Steve Saah
Executive Director, Finance and
Accounting
Robert Half

Agenda

1. Introduction
2. Generational Breakdown
3. Panel Discussion
4. Q&A
5. Conclusion



Poll Question 1:

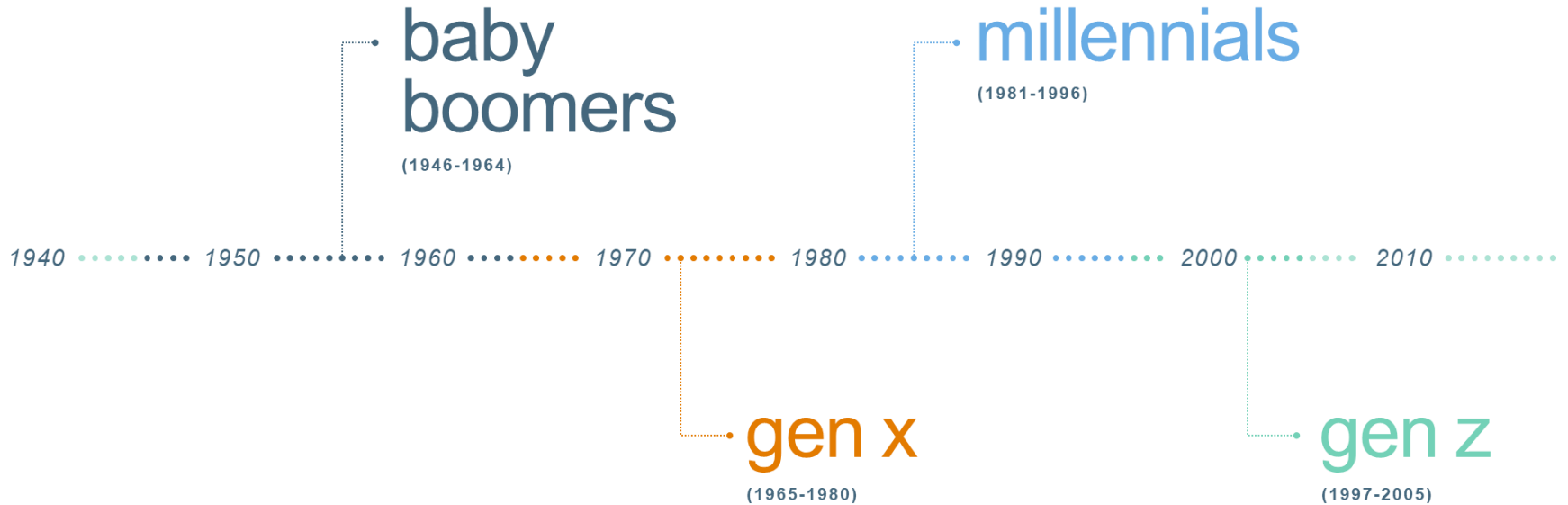
In your opinion, what is the greatest benefit of managing a multigenerational workforce?

- a. Wider range of perspectives and ideas
- b. Ability to learn from colleagues with different levels of experience
- c. Adapting and improving my communication and collaboration skills
- d. Opportunity to mentor or be mentored by colleagues of different generations
- e. I've never worked on a team with multiple generations represented
- f. I don't see any benefits to a multigenerational workforce

Poll Question 1 Results: (Placeholder)

Generational breakdown

Birth years of generations in today's workforce



Poll Question 2:

From your perspective, what do you believe is the top priority across all generations when considering employment?

- a. Salary
- b. Freedom to decide where and when to work
- c. Supportive manager
- d. Positive work culture and team dynamic

Poll Question 2 Results: (Placeholder)

What does
today's
workforce want
from their
employers?



Poll Question 3:

In your opinion, why do you believe people are most likely to leave their place of work?

- a. Limited career growth opportunities
- b. Lack of flexible work options
- c. Lack of recognition
- d. Absence of a sense of belonging

Poll Question 3 Results: (Placeholder)

What are some
of the key
reasons for
turnover in
today's
workplace?



Poll Question 4:

What strategy do you think is the most effective for retaining employees from different generations in your organization?

- a. Flexible work arrangements
- b. Providing career growth and development opportunities
- c. Competitive benefits packages
- d. Fostering a supportive and inclusive workplace

Poll Question 4 Results: (Placeholder)

How do you
retain talent in
today's
workforce?



Poll Question 5:

In managing a multigenerational workforce, what obstacle do you encounter the most in fostering collaboration?

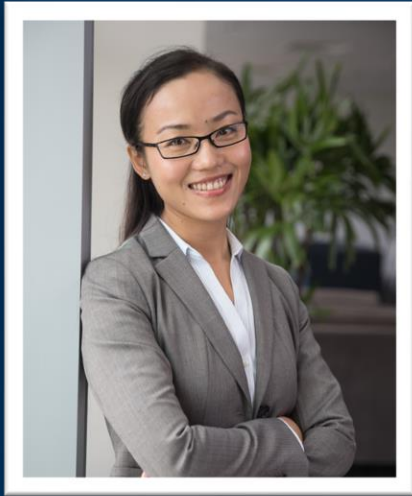
- a. Differing communication styles
- b. Technology adaptation
- c. Flexibility needs
- d. Generational stereotypes

Poll Question 5 Results: (Placeholder)

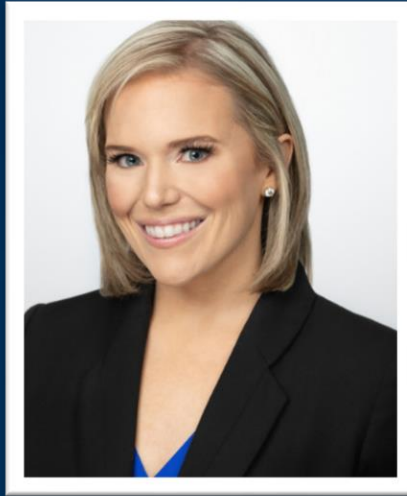
What
collaboration
challenges are
you finding in a
multigenerational
workforce?



Questions and Answers



Susie Duong
Senior Director of Research and
Thought Leadership
IMA



Casey Engeling
Director, Finance and Accounting
Robert Half



Steve Saah
Executive Director, Finance and
Accounting
Robert Half

Thank you!



The Association of
Accountants and
Financial Professionals
in Business