

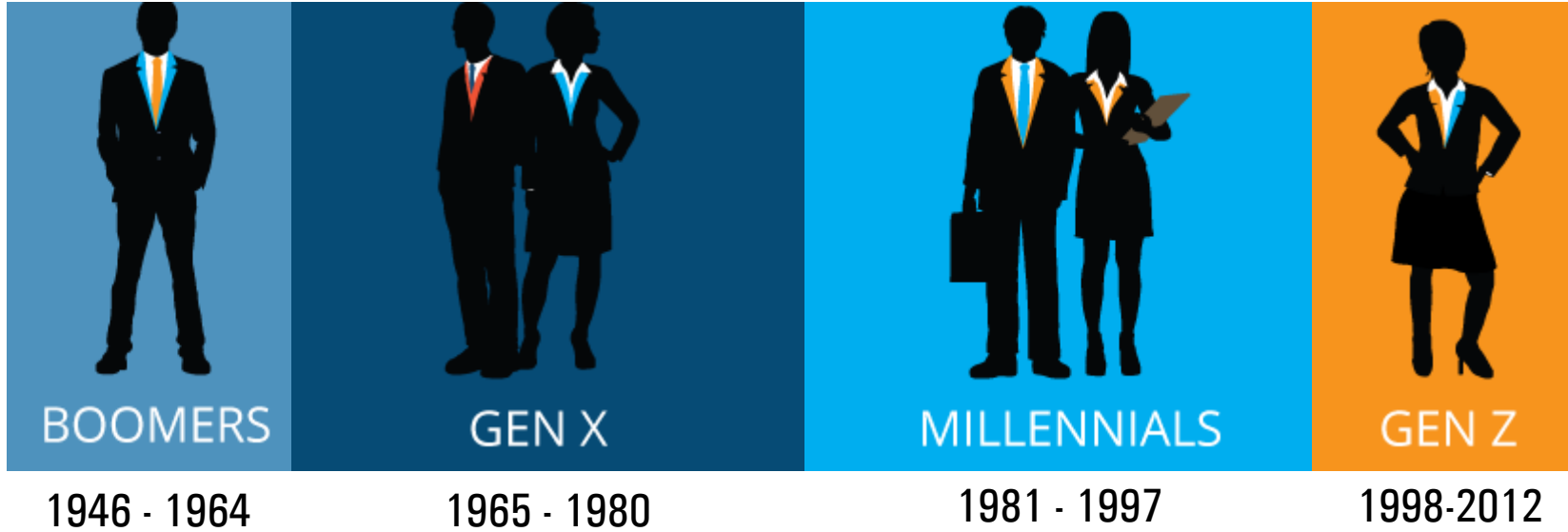
# GENERATIONS: SO FAR, SO CLOSE

between myth and reality

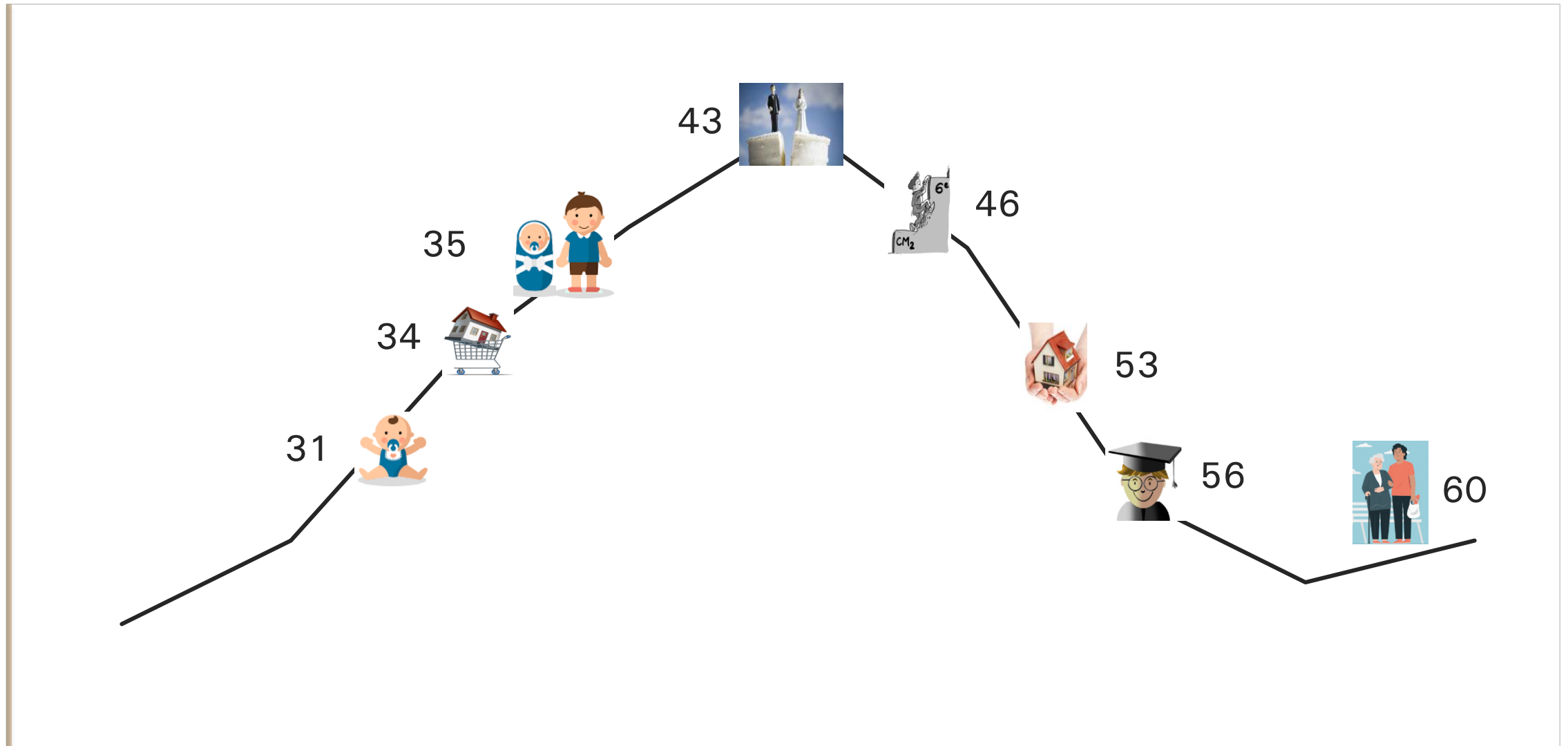
Patrick Scharnitzky



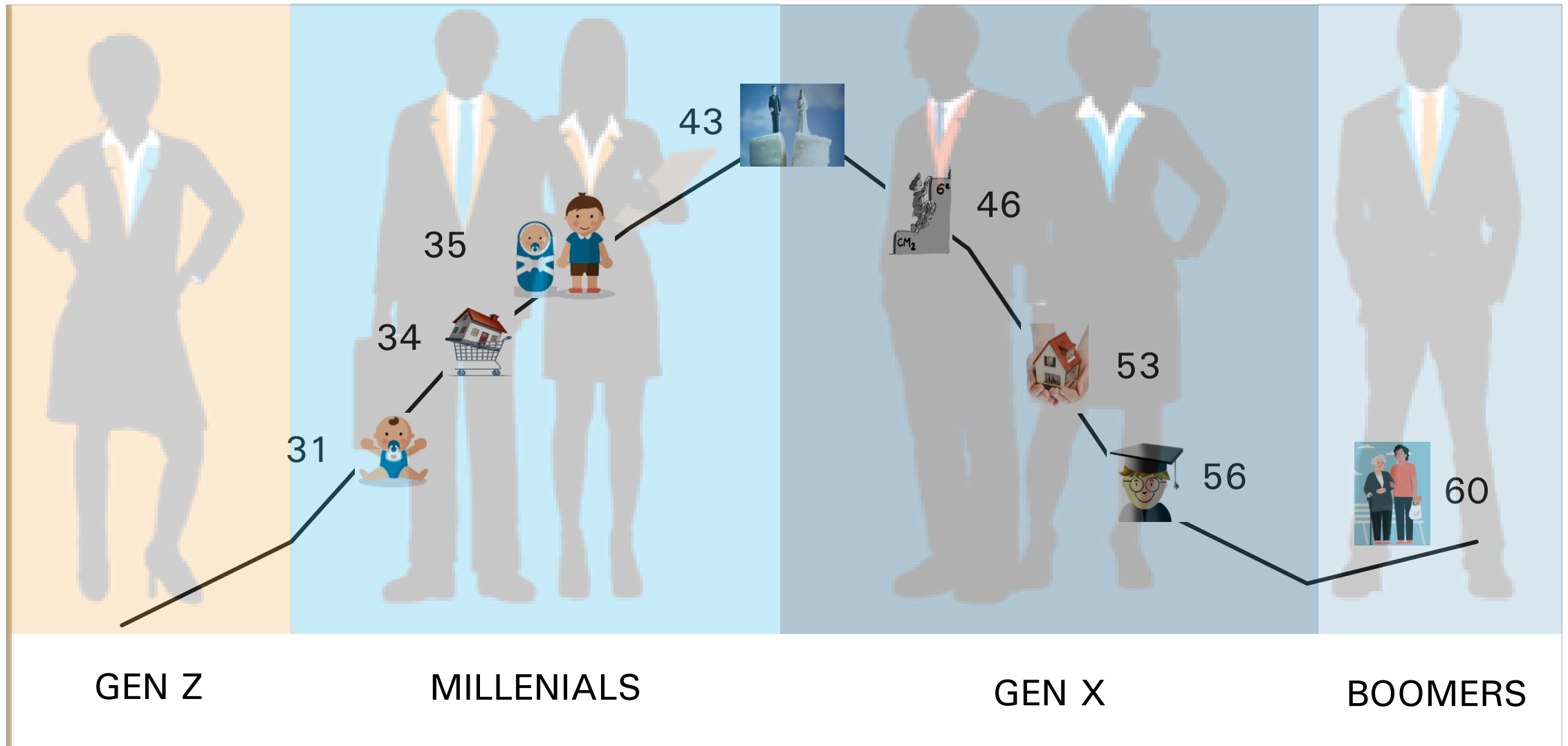
# 4 GENERATIONS IN THE WORKPLACE



# AGES AND LIFE STAGES



# AGES AND LIFE STAGES



# CULTURAL AND SOCIAL CHANGES

WORK  
VALUE



EDUCATIONAL  
MODELS



INCLUSION AND  
WELL-BEING



WORK LIFE  
BALANCE



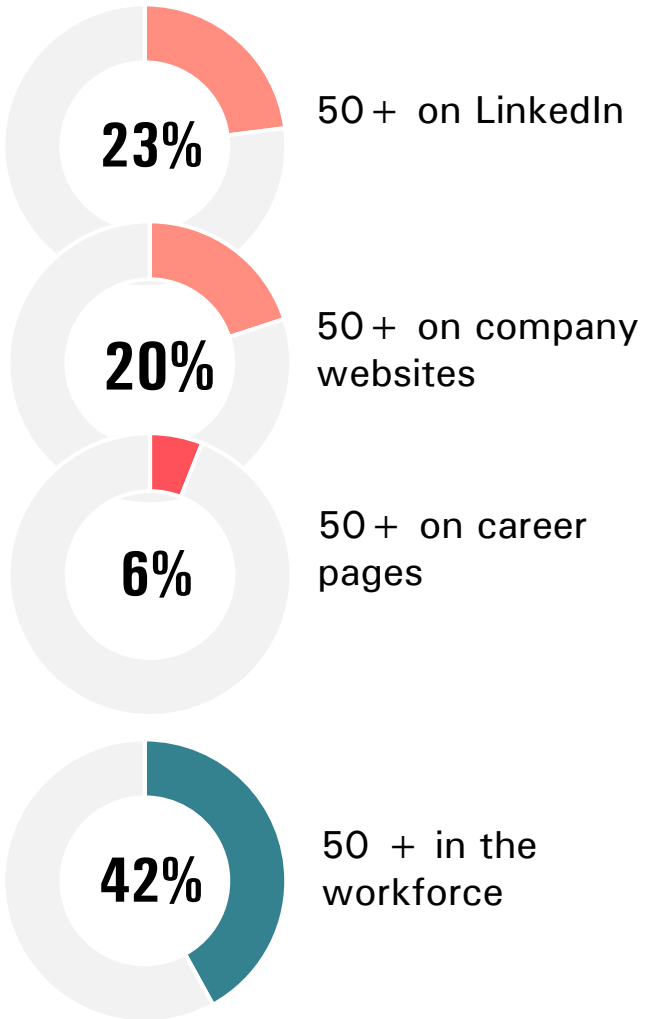
SUSTAINABLE  
DEVELOPMENT



PARTICIPATE vs. ENDURE

# A YOUTHFUL CORPORATE CULTURE

Alternego survey of 4900 faces (2022)



## AND A DOUBLE PENALTY FOR WOMEN...



# BOOMERS UNASSERTIVE EXPECTATIONS

EQUITY

GUIDANCE

RECOGNITION

KNOWLEDGE  
TRANSFER



TO BE OLD IS TO BE YOUNG  
LONGER THAN OTHERS.  
THAT'S ALL.

# EXPECTATIONS OF GEN X

**TO EXIST IN A GENERATIONAL  
IN-BETWEEN**

The curse of the stool

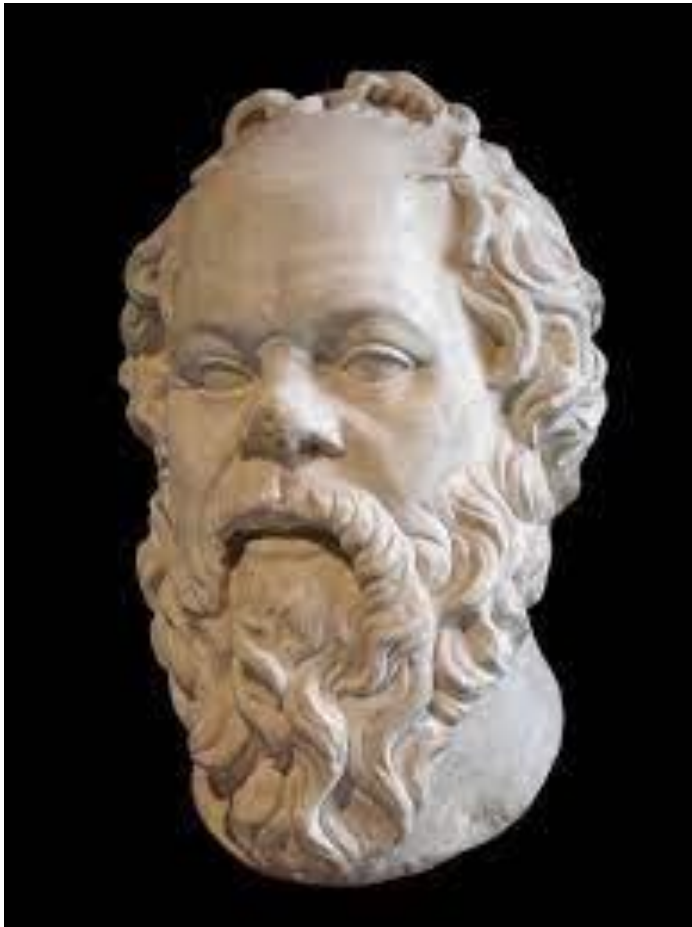


# AGEING SKILLS?

BRAIN  
PLASTICITY  
&  
COGNITIVE  
STIMULATION

nold™  
never old

AVAILABILITY  
&  
EXPERIENCE



« Nos jeunes aiment le luxe, ont de mauvaises manières, se moquent de l'autorité et n'ont aucun respect pour l'âge.

A notre époque, les enfants sont des tyrans »

“nowadays young people love luxury, have bad manners, mock authority and have no respect for the elderly. These days children are tyrants”

**SOCRATE**

# MILLENNIALS UNINHIBITED EXPECTATIONS



WORKING...  
BUT NOT ONLY



WORKING...  
DIFFERENTLY



WORKING...  
WHILE LEARNING

# GEN Z SERIOUS AND DIVERSIFIED EXPECTATIONS

Universum 2023



1

HIGH INCOME PROSPECTS

2

CHALLENGING JOB

3

COMPETITIVE BASE SALARY

4

DIVERSITY OF MISSIONS

5

PLEASANT WORKING ENVIRONMENT

**GO-BETTER**  
Ambitious  
Determined  
Efficient

**BALANCE-SEEKER**

Concerned with personal balance  
Sociable  
Flexible

**CHANGE-MAKER**

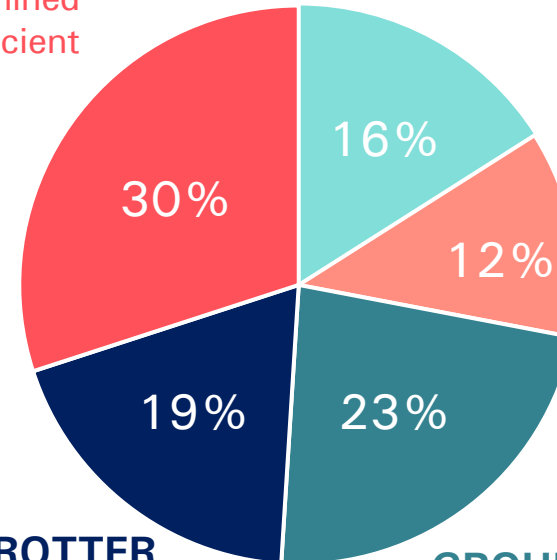
Equity oriented  
Ethical  
Social awareness

**GLOBE-TROTTER**

Cosmopolite  
Open-minded Explorer

**GROUND-BREAKER**

Innovative  
Tech addict  
Team player



# BARRIERS TO INTERGENERATIONAL INCLUSION



# 4 KEYS TO FACILITATE INTERGENERATIONAL RELATIONS



1. **COMPROMISE:** make space for everyone
2. **SHARING:** exchange with each other without acting as a role model
3. **EMPATHY:** beware of the impact of microaggressions
4. **INCLUSION:** de-cluster actions, get away from stereotypes



« Avant cinquante ans, on est jeune et beau. Après, on est beau »

« Before the age of fifty, you're young and beautiful. After fifty, you're beautiful »

**JACQUES HIGELIN**