

BLD197865-R

Working with Multiple Generations

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Learning Objectives

- Consider the implications of having so many generations working together
- Discuss differences between the various generations
- Learn a little bit about the other generations
- Explore ways to leverage unique strengths of each generation

Description

Technology, and our professions, are evolving at a rapid rate, markets continue to tighten, and people are living and working longer. As we continue, we need to establish and maintain a skilled workforce, which is more challenging as more generations need to work together. Each generation provides unique individuals with preferences, skills, and values formed by their life experiences. Varying ideals and styles of communication can cause problems between generations, which has somewhat always been the case, but this baseline discrepancy is heightened by swiftly advancing technology and a continually changing professional landscape. We will examine the differences and similarities among the generations such that the dialog will offer strategies to leverage the strengths of each group. It is understanding and appreciating the uniqueness of each group that will help to establish a successfully collaborative environment in a multi-generational workplace.

Speaker(s)

Desirée has been in the AEC industry for more than 15 years. After obtaining her bachelor's and master's degrees from University of California, Davis and Massachusetts Institute of Technology, she perpetuated her nerdy tendencies with Revit. She started her career in California with a construction company, then with a structural engineering firm, and now is a practicing structural engineer and BIM Manager at Martin/Martin in Denver, Colorado. Desirée is a regular speaker at many conferences, she co-founded the Rocky Mountain Building Information Society, is the Chair of the Structural Engineers Association of Colorado's BIM Committee, served as an AUGI board member, Treasurer, and Vice President, and is a member of the BILT North America Committee. Finally, as if that is not enough Revit in her life, she is married to "The Revit Geek" and acts as a partner in his BIM consulting firm, BD Mackey Consulting.

Introduction

This session is intended to be a discussion that will explore working within a professional landscape that includes several generations. Various questions will be presented and discussed.

What generation are you?

There are several interpretations of when generations start and end, but for the purpose of this discussion, we will assume the following generations:

- Traditionalists – born before 1945
- Baby Boomers – born 1945-1965
- Generation X – born 1966-1977
- Generation Y – born 1978-1990
- Generation Z – born 1990-2002

Questions

1. What method of communication are you most comfortable using?
 - a. Face-to-face
 - b. Email
 - c. Phone call
 - d. Text
 - e. Snapchat
2. What do the following terms mean?
 - a. On Fleek
 - b. FR
 - c. Salty
 - d. Fam
 - e. Savage
 - f. Hundo P
3. What is this?



4. Name the TV show that had this theme song (extra points if you can sing it and add the second verse!)

When I wake up in the morning
And the alarm gives out a warning
And I don't think I'll ever make it on time
By the time I grab my books
And I give myself a look
I'm at the corner just in time to see the bus fly by

5. What is this?



6. Share things you remember from your youth that had an influence on you. How might those events have shaped your generation?
7. Does your company have a knowledge gap? How is your firm addressing it?
8. Why is cross-generational collaboration important?
9. What are some tips to help others get along with your generation?

Conclusion

Generational collaboration, and especially communication, is an important conversation to continue as our professional landscape evolved. Hopefully this session sparked some discussion and some ideas.