

Fostering Multi-Generational Teams



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Topics for Discussion



Practical toolkit



Strategies for engagement



Insights into generational dynamics



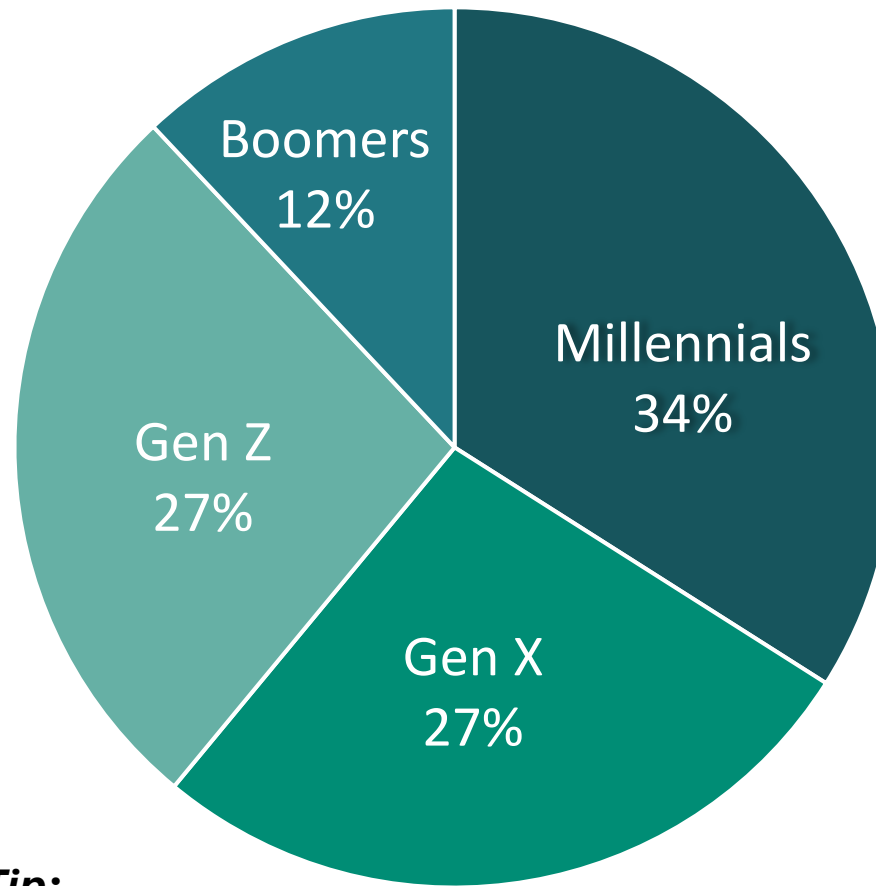
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Show Me Your Generation!



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Why This Matters Now?



Toolkit Tip:

Impact: A **one-size-fits-all** incentive program **won't work**. Tailored recognition, communication, and development paths boost morale.



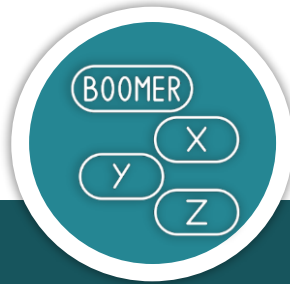
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Managing a Multigenerational Workforce



Traditionalists

Born in 1945
and before



Baby Boomers

Born between
1946 and 1964



Generation X

Born between
1965 and 1976



Millennials

Born between
1977 and 1995



Generation Z

Born in 1996
and after



Toolkit Tip:

Avoid stereotypes—**focus** on strengths

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How many generations are
represented in your current
team?



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Managing a Multigenerational Workforce

	Baby Boomer	Gen X	Gen Y or Millennial	Gen Z or Next-Gen
Career Goals	Build a stellar career	Build a portable career	Build parallel careers	Learn, contribute
Work-Life Balance	Help me balance everyone else and find meaning in myself	Give me balance now, not when I'm sixty-five	Work isn't everything; I need flexibility to balance my activities	Life/work balance: personalization of work relationship
Feedback	Feedback once a year, with lots of documentation	Sorry to interrupt, but how am I doing?	Feedback whenever I want it at the push a button	Technology underlies everything
Training	Train them too much and they'll leave	The more they learn, the more they'll stay	Continuous learning is a way of life	Learn from work and non-work experiences
Reward and Recognition	Money, title, recognition, and the corner office	Freedom is the ultimate reward	Work that has meaning for me	Living income and work that creates value for me
Retirement	Retool	Renew	Recycle	Reinvent (100-year life)



The Multigenerational Workforce

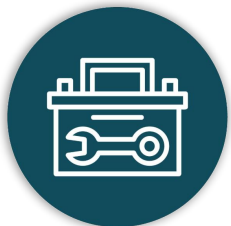
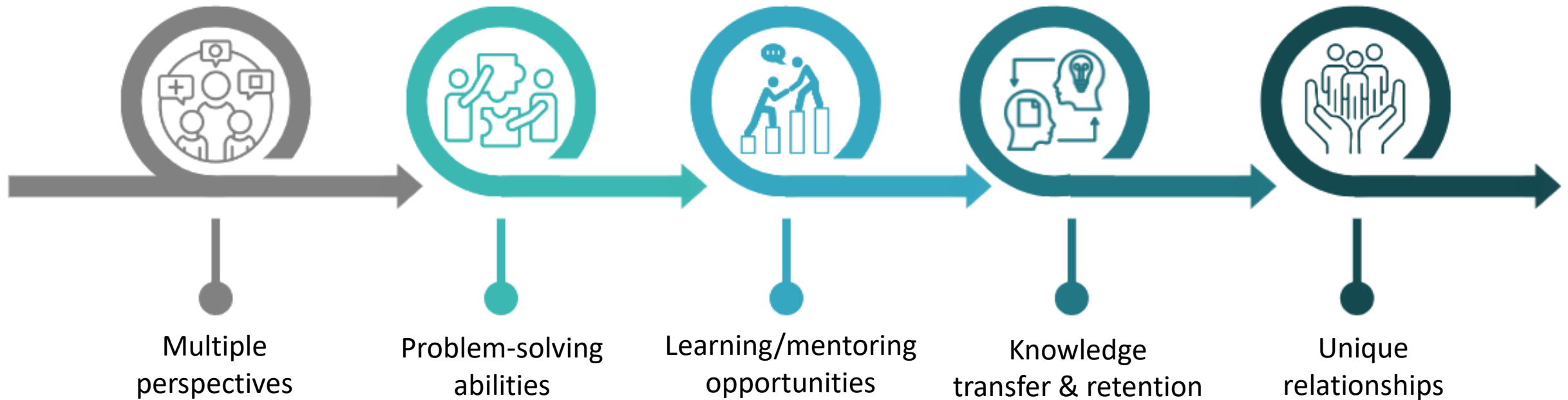


As people are living longer, and economic conditions are requiring many people to continue working past a traditional retirement age, government offices often find that they have a team that has multiple generations working together.



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Multigenerational Workforce Benefits



Toolkit Tip:

Celebrate Shared Values and focus on common goals like service excellence, innovation, or community impact.

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Challenges of a Multigenerational Team

Varying skill levels

Expectations

Attitudes

Perceptions

Motivations

Communication styles



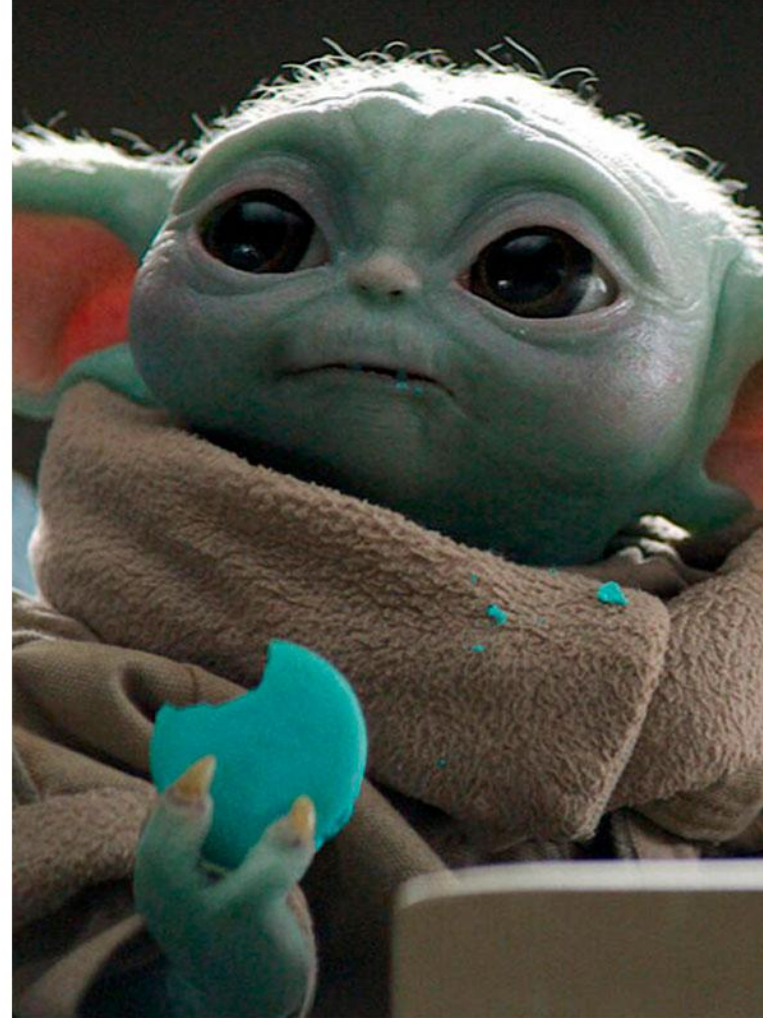
Toolkit Tip:

Use **empathy** + **clarity** to bridge gaps

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GEN Z

Boss: You
should've
been here at 8
Me: Why, what
happened at 8?



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EMAIL

boomers

Hi Alan,

How are you?

I just wanted to get in touch. Please let me know when a good time to meet would be. Feel free to let me know at your convenience, or if you'd just like me to set something up on your calendar.

Best,
Joe

millennials

hey,
hi when can we meet?



100

joe



Boomers vs. Millennials @ Work

ATTENTION SPAN

thecooperreview.com

boomers



I only have
5 minutes

millennials



I only have
5 seconds



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FEEDBACK



Multigenerational Management Practices



- *Impact:* A **one-size-fits-all** incentive program **won't work**. Tailored recognition and development paths boost morale.
- **Avoid** stereotypes—**focus** on strengths
- Use **empathy + clarity** to bridge gaps
- **Celebrate Shared Values** and focus on common goals like service excellence, innovation, or community impact.



Questions



*"I'll have someone from my generation get in touch
with someone from your generation."*



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