

Managing a Multigenerational Imaging Team

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OBJECTIVES

- **Define 5 Generations in the workforce**
- **Understand how to communicate with different generations**
- **Discuss the role of feedback and reward**
- **Mentoring overview**
- **Gain recruitment and retention ideas**
- **Understand how to help preserve the imaging profession**

GENERATIONS DEFINED

What defines a generation?

- Time frame
- Characteristics
- Life experience
- Historical events



VETERANS/SILENT GENERATION

Also known as:

- **Traditionalists**
- **Depression Generation**



Born between 1922 and 1945

BABY BOOMERS

Born between 1946 and 1964

- 75 million!!!!



GENERATION X

Also known as:

- Gen-X

Born between 1965 and 1980



GENERATION Y/MILLENNIALS

Also known as:

- Nexters
- Nex Gens
- Echo Boomers



Born between 1981 and 2000

GENERATION Z

Also known as:

- **New Silent Generation**

Born after 2000

LOOK OUT!!!!!! Here they come!



NOT WRONG.....JUST DIFFERENT

- Which generation is right?
- How do we bring them all together?
- How do imaging leaders maximize performance?



COMMUNICATION METHODS

- Text
- Phone Call
- Memo
- Voicemail
- Meetings
- Help!!!!!!



FEEDBACK AND REWARD

- Everyone like recognition....the trick is knowing how, when, and where!

Formal

Face to face

Private

Public



TRAINING AND TECHNOLOGY

- Training methods
- Learning styles



MENTORING

- **Traditional**
- **Reverse**



RECRUITMENT AND RETENTION

- How do we get them?
- How do we keep them?



**HELP
WANTED**

PRESERVING THE PROFESSION

Can anyone predict the future?

Prepare—Prepare—Prepare

**“The best way
to predict
the future
is to
create it.”**

Abraham Lincoln



CONCLUSION

THANK YOU

Questions and Answers

