

## 5 Cross-Generational Development Solutions

Career Revolution's mission is to unleash the potential of a new generation of talent. To do so, we recommend engaging all generations of employees in career and professional development. See what some of Career Revolution's most innovative clients have done to address declining engagement scores and high voluntary attrition of its most talented employees.

<b>Career Jungle Gyms</b>	<p><b>What:</b> Due to downsizing, re-organization, and frequent change you can't always stand behind a traditional career ladder. Instead, jungle gyms teach us that no two paths are the same and sometimes you can swing up, down or sideways to get to where you're going.</p> <p><b>How:</b> Utilize all generations to discover a variety of career paths that demonstrate not only upward promotion, but also the value of lateral and in-place assignments. Have employees from different functions and tenure capture their story on video and make them available to all employees. Jungle gyms are about possibilities, helping employees with self-discovery, and building their toolbox of diverse functional and leadership skills to solve problems and innovate regardless of their path.</p>
<b>Reverse Mentoring</b>	<p><b>What:</b> Younger workers are entering the workforce with a natural comfort in using technology and social media and more tenured employees have a stronger understanding of the business as well as organizational and political savvy. Have your youngest professionals mentor more tenured employees to build internal capability but also collaboration and mutual respect.</p> <p><b>How:</b> Create a volunteer program where employees can be partnered with a young professional. No need to over manage or create a lot of complexity. Just create the opportunity and monitor feedback. In fact, if you put a young professional in charge of managing, marketing and tracking the program, you will not only build their leadership capability but also provide opportunity for exposure and career development.</p>

<p style="text-align: center;"><b>Coaching Circles</b></p>	<p><b>What:</b> Turn your high potential employees into career coaches. Early career employees consistently tell us they want to be in the driver’s seat. Give them or emerging leaders the opportunity to practice leadership skills by providing them an opportunity to formally coach their peers.</p> <p><b>How:</b> Have managers nominate high potential talent who are ready for a new challenge. Train them on formal coaching and mentoring skills as well as the various resources your organization offers for employee development (classes, on-line tools, tuition reimbursement, etc.).</p> <p>Market a new “group mentoring” program and assign the newly trained mentors a small group of up to 10 people. Explain that groups will meet once a month and each month is a guided topic. Provide them with monthly coaching guides to help them lead their small group. Then have them pay it forward by providing feedback to the company regarding what their peers are saying and wanting for career development and retention.</p> <p><b>Ask us about our “Mentor Circle” Career Coaching Guides if you need help training your internal coaches or finding the right topics for them to discuss with their peers.</b></p>
<p style="text-align: center;"><b>On-Demand 360 degree Feedback</b></p>	<p><b>What:</b> Younger employees expect more feedback than prior generations and more tenured workers complain about their younger counterparts’ work behaviors. Waiting on an annual review doesn’t close this gap. Help your managers by providing younger professionals opportunities for feedback on what’s most important to their success – and what manager’s often have a hard time articulating.</p> <p><b>How:</b> Enhance your annual Performance Management process by offering an on-demand 360 feedback assessment to younger employees that can be accessed and manage on their own. Make the assessment strictly developmental and not punitive. Couple this with Coaching Circles, where participants can discuss their results and development opportunities in a safe environment, and watch your engagement scores go up!</p> <p><b>Check out the <a href="#">AccelerateME™</a> 360 Feedback tool on <a href="#">CareerRev.com</a> – the only feedback tool designed specifically for the needs of today’s young professionals.</b></p>
<p style="text-align: center;"><b>Problem solving-a-thons</b></p>	

**What:** We have become a society of instant everything – and the workplace is no different. We want to see the results of our hard work immediately. The .com era has brought with it fast paced innovation, proving that you don't need years of experience to create a successful product. This philosophy can be true for your internal innovation. The challenge is that with meetings, emails, and our "day" jobs, we often don't have time to look at problems in new ways. Problem solving-a-thons are fun events that bring employees together over a short, but dedicated, time period to solve a department or company problem.

**How:** Similar to 48-hour "hack-a-thons", where employees try to break through the security of new software or applications, problem solving challenges not only help the company, but tap into a variety of expertise and generational perspective. Also, don't fall into the trap that they have to be about technology only. These kinds of events are all about bringing people together to solve problems. In fact, the best problem solving often happens when the people aren't fully ingrained in the subject matter at hand. This fosters a culture of innovation, collaboration and inclusion.

**Notes:**