



Cliffondra Brown

*VP, Customer Relations
RadNet*

Navigating a multigenerational workforce



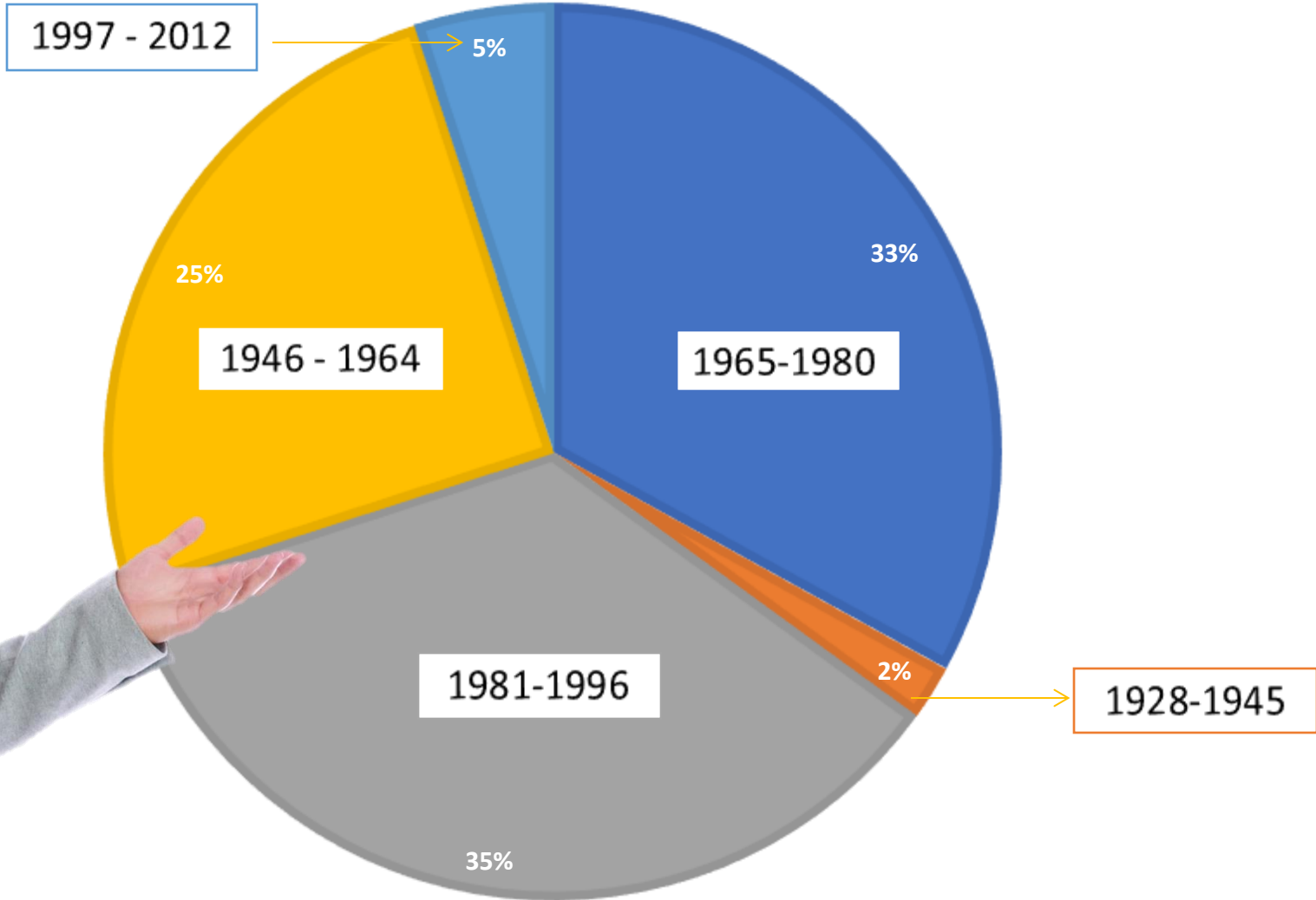
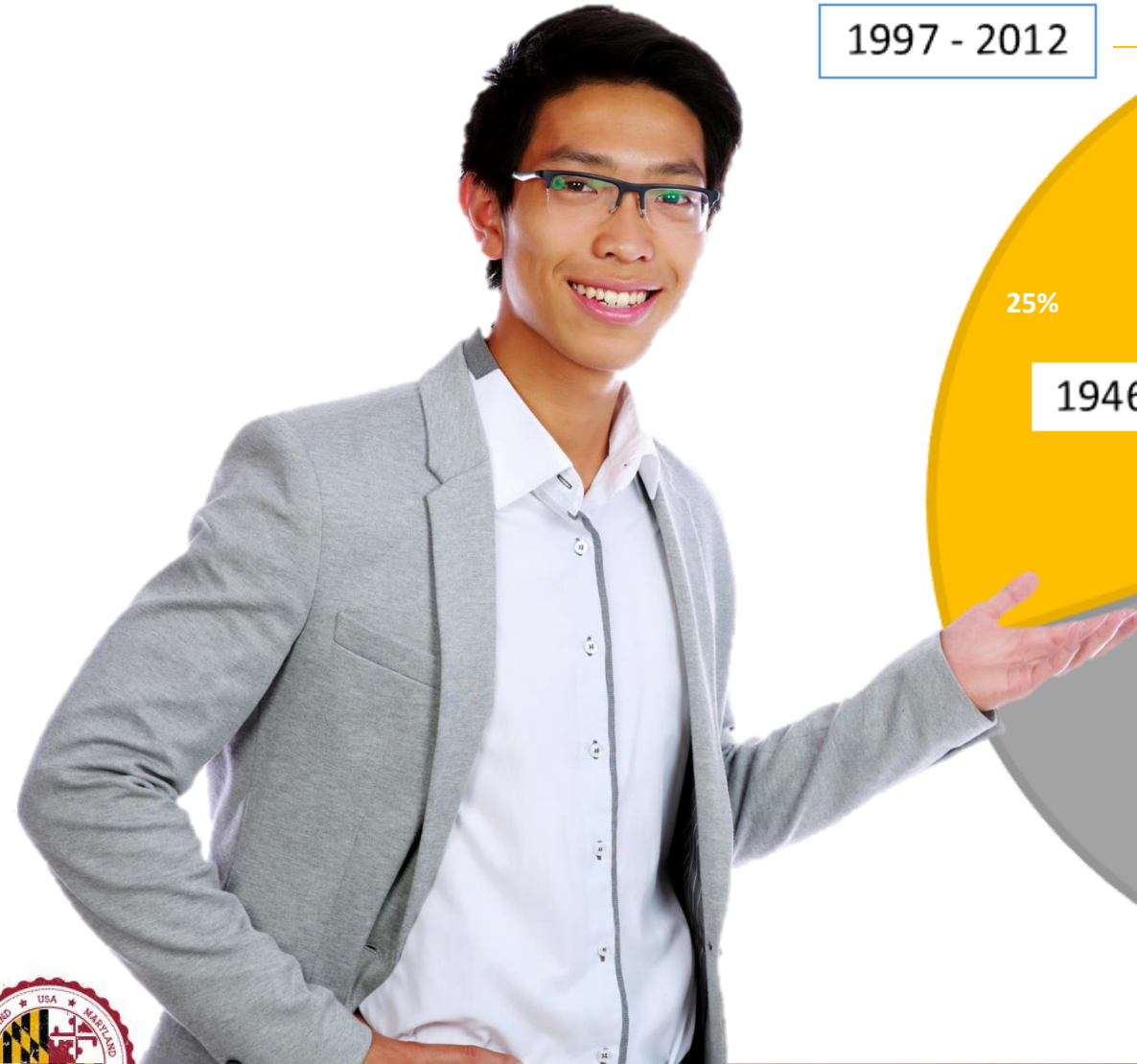
Reality versus assumption



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GENERATIONS WITHIN THE WORKPLACE

■ Generation X ■ Traditionalist ■ Millennials Gen Y ■ Baby Boomers ■ Generation Z



Source: Pew Research Center



Understanding your workforce



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How do they differ

- Work life balance
- Job security – long term
- Face-to-face
- Organizational hierarchy
- Formal training
- Values teamwork
- Work life alignment
- Job security - adaptability
- Technology adaptability
- Flat organizational approach
- Informal training
- Values purpose-driven work



What do they have in common?

Work Functionality

- Flexibility – adaptable
- Opportunities for different pathways within the profession
- Purposeful tasks
- Meaningful
- Appropriate tools to do the job
- Assistance – supportive team for efficiency and prevent burnout

Work Environment

- Inclusivity
- Belonging
- Seen – you hear me (the value they bring to the profession)
- Supportive – (mental health)
- Inspiring
- Healthy work relationships – Senior leadership, managers, and coworkers



How do we sustain and retain them



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What can we do?

- **Celebrate diversity**
- **Flexible with work schedules**
- **Effective communication**
- **Avoid stereotyping**
- **Offer mentorship – programs etc.**
- **Train, educate, and train again.**



Diverse Teams

In a time with the diverse populations we serve, our team members are a microcosm of our patients.

Our patients are multigenerational; our team members are a reflection of that.

How we navigate will be the difference in whether people stay or go.





THIS IS OUR FUTURE and THE FUTURE LOOKS BRIGHT!



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Thank You!

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