

October 18, 2019

Adding Generational Perspectives: Extending the Diversity Conversation

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Generational
Perspectives:
Extending the
Diversity
Conversation

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Challenge Factory

Challenge Factory...

Works with future-focused organizations who want...



...the same level of confidence in their People Roadmap as they have in their Technology Roadmap...



...so that they can thrive and sustain competitive advantage in a disruptive business landscape.



Ageism masks the longevity-based talent revolution

Gurr's 5 Dimensions of Revolutions



Affects values, norms, behaviour patterns and situations



Change occurs in these dimensions at the same time



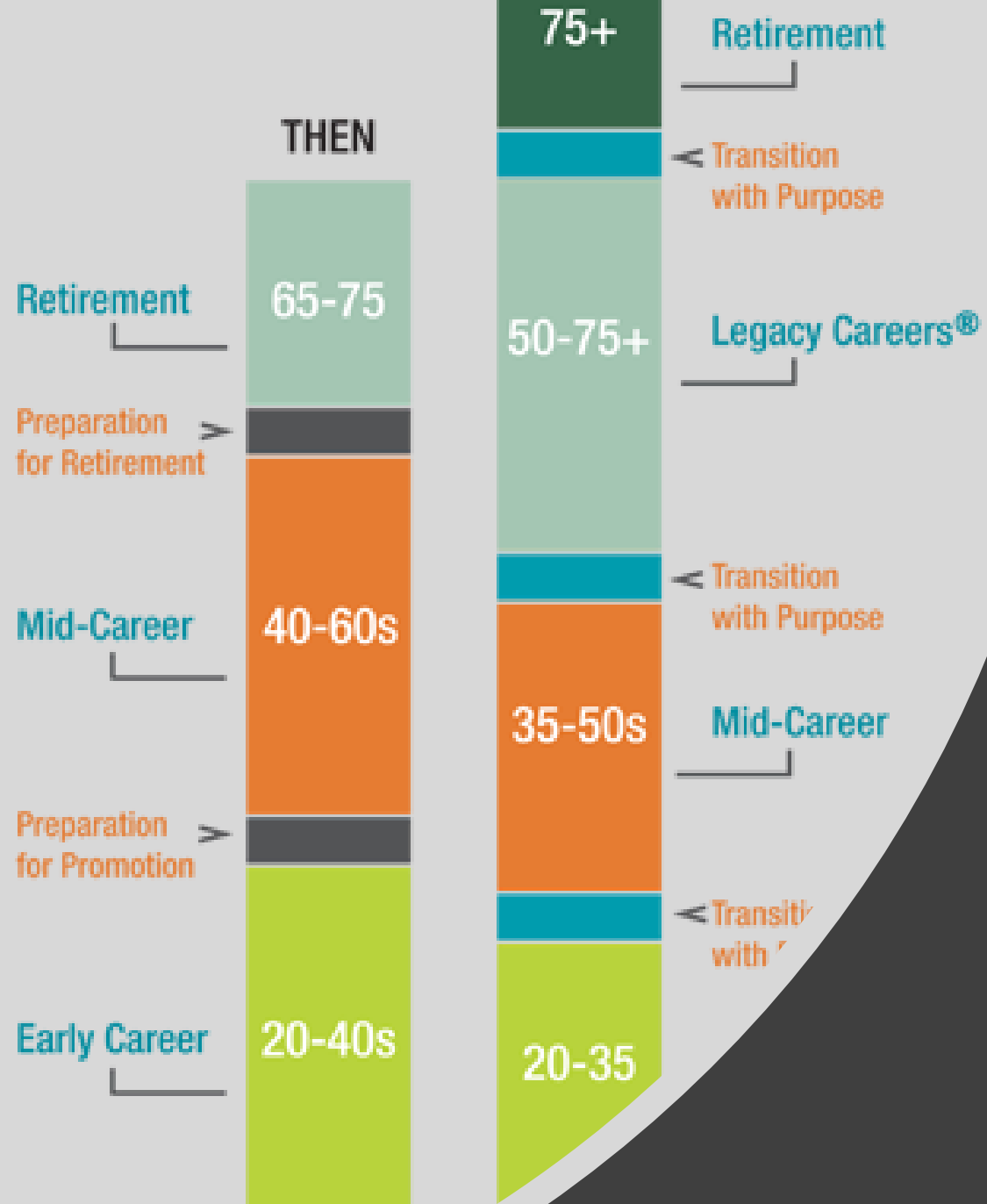
Impact is widespread affecting all actors



There are patterns to the change that can be understood and predicted




It is happening right now, with increasing urgency



Career
timelines have
changed



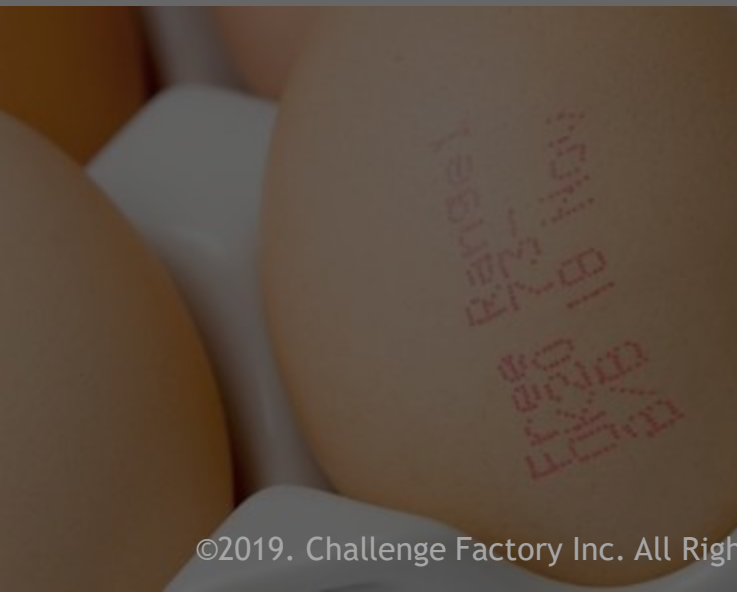
Organizations have
**BROKEN TALENT
ESCALATORS**

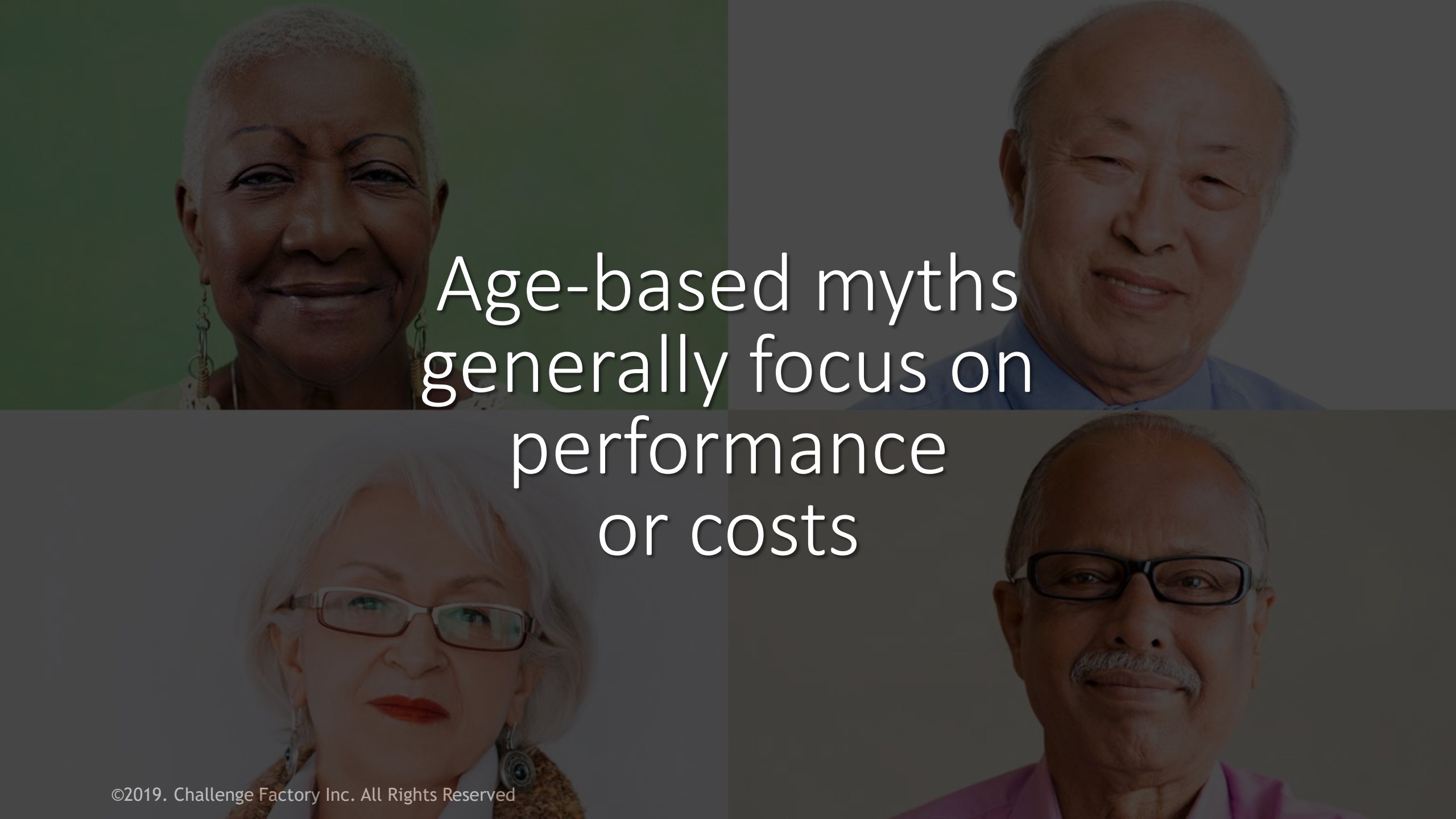
A woman with curly hair, wearing a white blazer, is seated at a desk, looking down at her smartphone. Next to her, a man with a beard and glasses, wearing a dark suit and tie, is seated at a desk, looking at a laptop. The background shows a modern office environment with other people working. The text "Shift thinking, debunk myths and shape a different future of work for everyone" is overlaid in white, centered on the image.

Shift thinking,
debunk myths and
shape a different
future of work for
everyone



5 Myths





Age-based myths
generally focus on
performance
or costs

Excessive Salaries



Squandered Investments



Intergenerational
Performance
Characteristics

Best Before Dates

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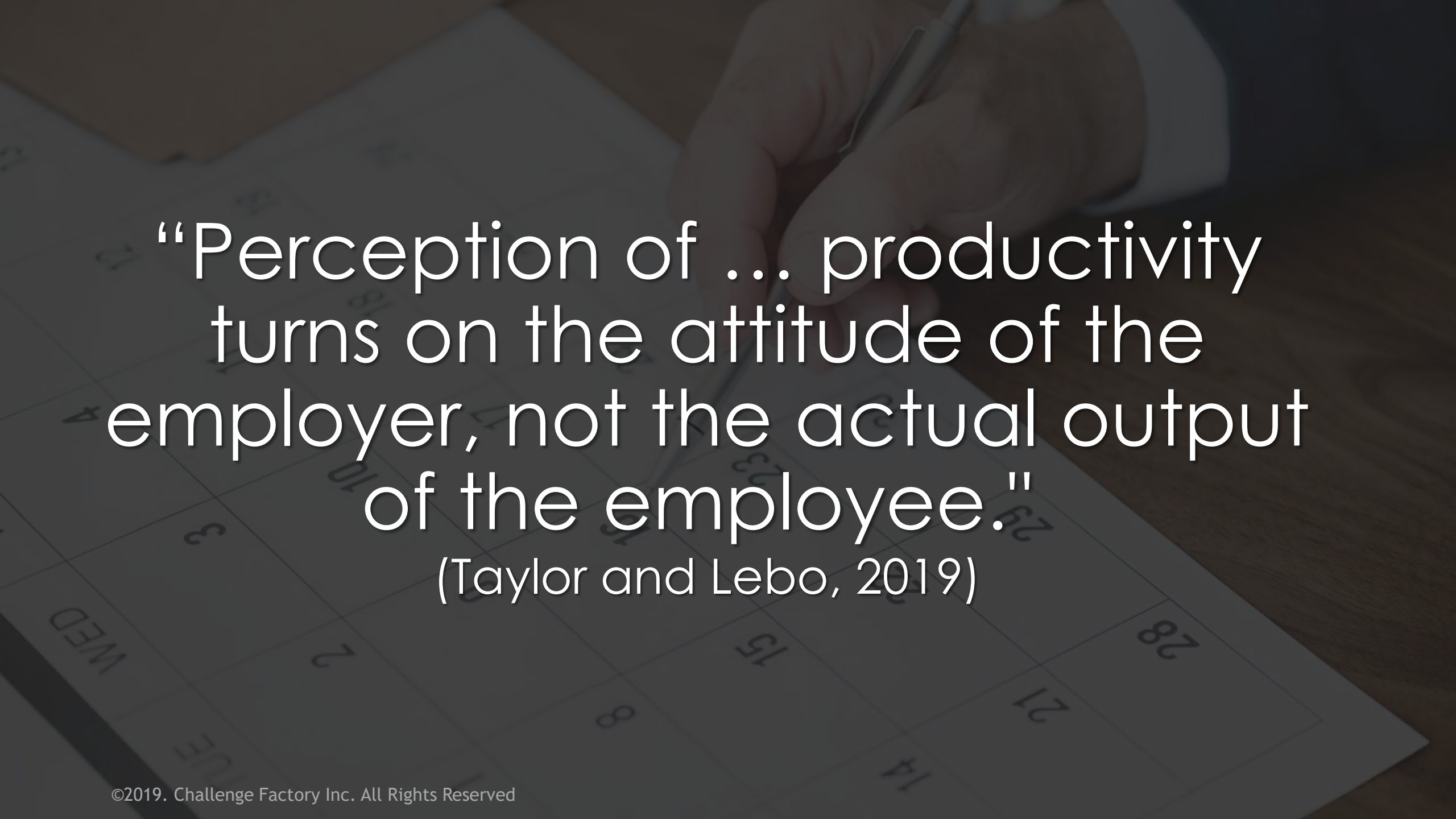
Diminished
Productivity



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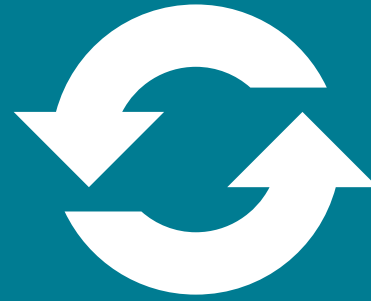
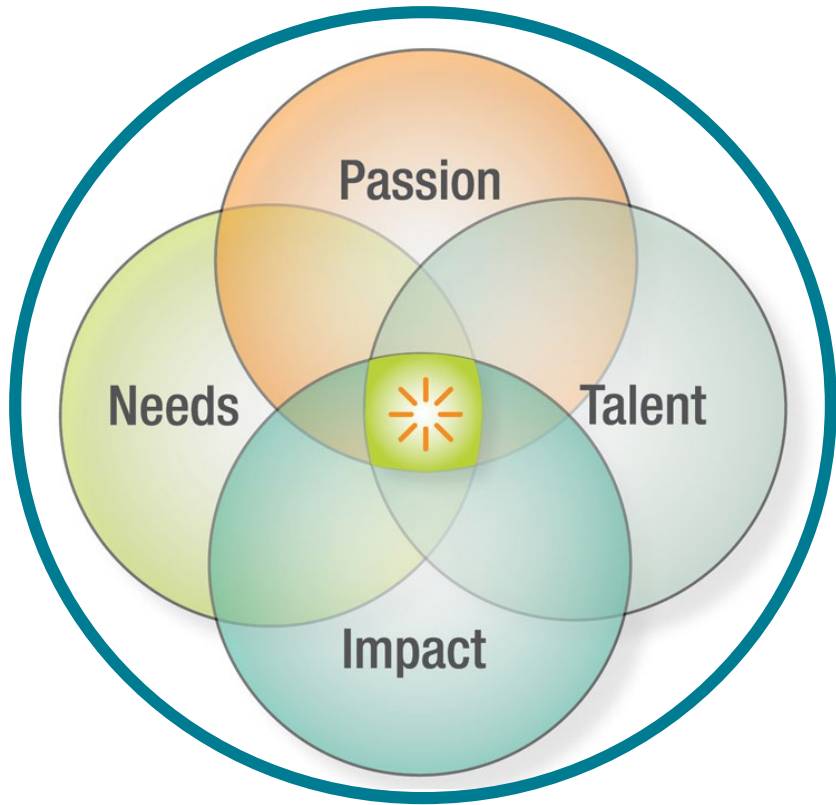
“Companies are ill-informed
about the real costs of their
workforce.”
(Taylor and Lebo, 2019)

A hand holding a pen is writing on a calendar grid. The calendar shows dates from 1 to 31, with the word 'WED' visible on the left side. The background is a dark, textured surface.

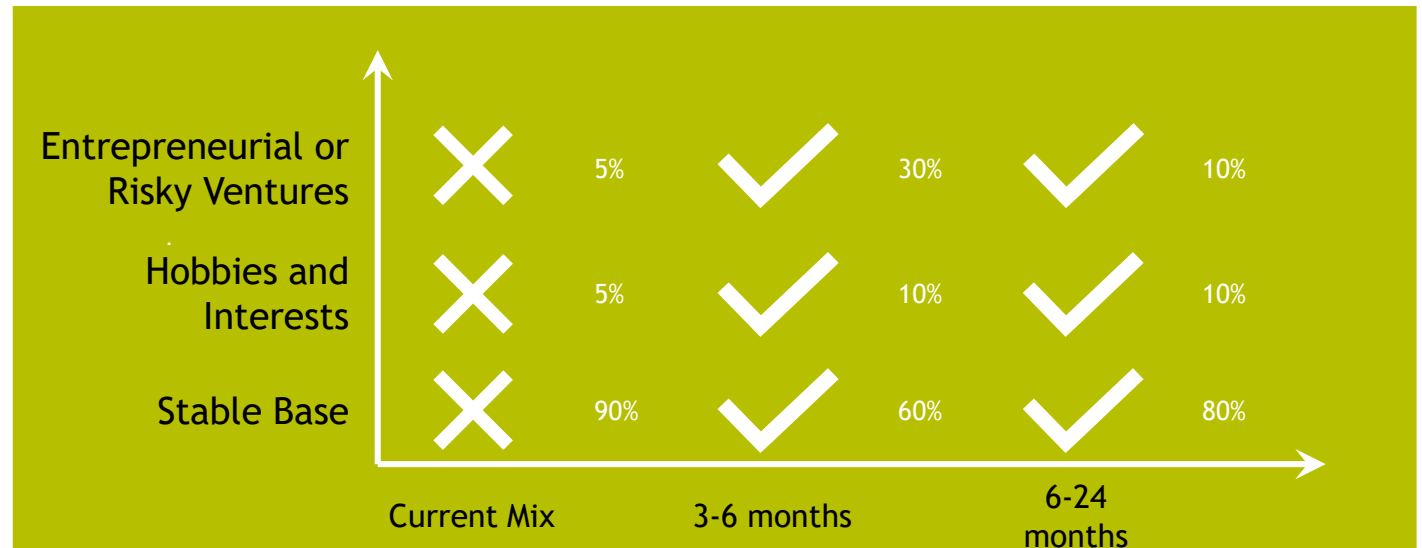
“Perception of ... productivity
turns on the attitude of the
employer, not the actual output
of the employee.”

(Taylor and Lebo, 2019)






New realities of career ownership is changing the employer/employee relationship for everyone



My kids will live past their
100th birthday



A blurred background image of a modern office. In the foreground, a woman with curly hair is looking down at a laptop, and a man with glasses is looking at another laptop. The office has a high ceiling with exposed wooden beams and large windows. Other people are visible in the background, working at desks.

What kind of work
and workplaces
do you want for
future
generations?

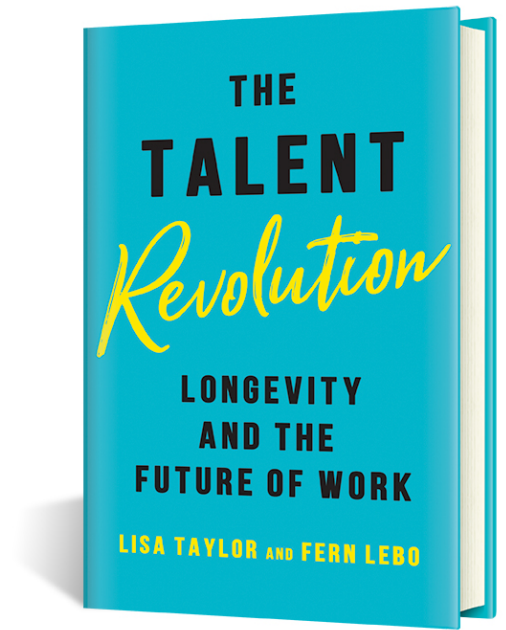


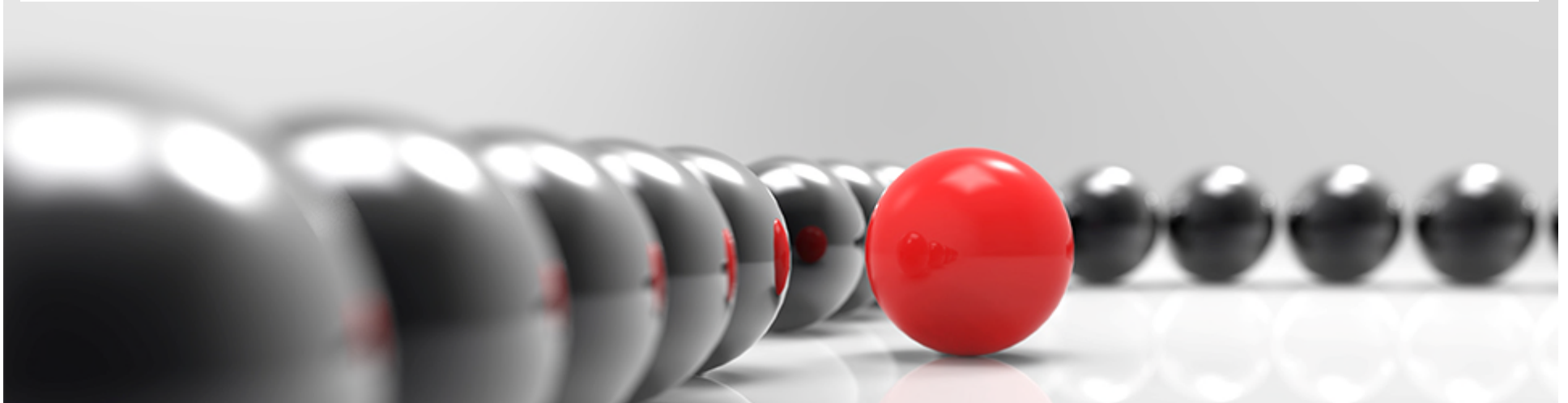
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