



LEADING MULTI-GENERATIONAL TEAMS



MEET THE **PRESENTERS**



Tynagia has over 25 years experience in Human Resources with over 16 years experience in the healthcare industry executing talent strategies and consulting on workforce plans. She has made significant impacts on hiring results & employee engagement outcomes for major employer brands.



Gina is an Army Veteran with over 20 years experience in Talent Acquisition transforming recruiting functions across diverse industries. She is passionate about candidate experience and has made remarkable process improvements throughout her career.

Fed Responsibilities



Monetary Policy



Bank Supervision
& Regulation



Financial System
Stability



Consumer Protection
& Community
Development



Payments System
Safety & Efficiency

Session Outcomes

1

Understand why a multi-generational workforce directly affects workforce stability

2

Identify strengths each generation brings to health and community foundations

3

Apply practical leadership strategies to improve retention, engagement, and continuity

Why Does this Matter for Foundations?

“Multi-generational leadership is now a workforce stability risk factor if unmanaged”

Workforce

- Workforce fatigue & burnout
- Higher voluntary turnover

Knowledge

- Loss of institutional knowledge
- Slower change adoption

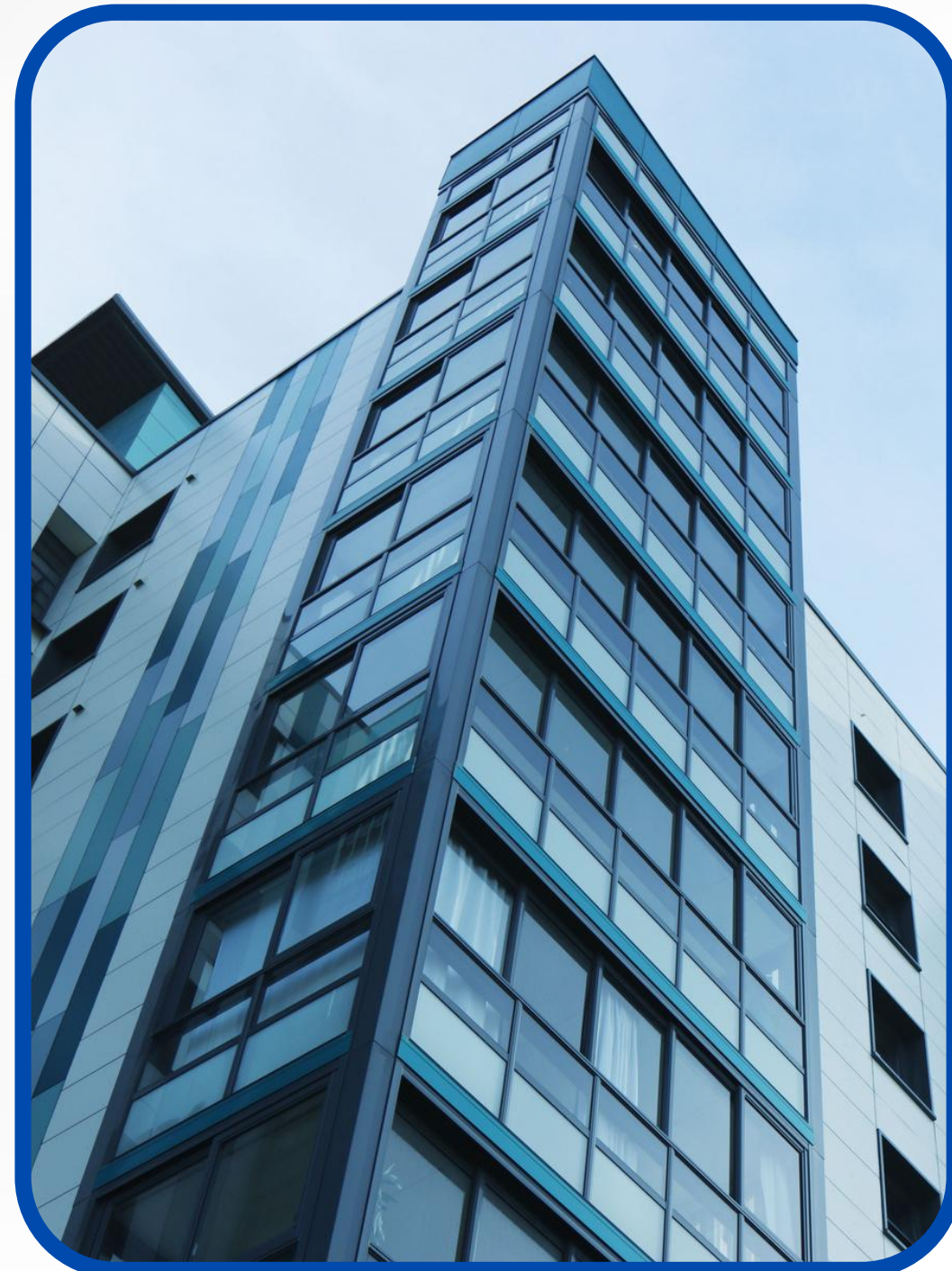
Competition

- Increased competition for purpose-driven talent
- Loss of donor, partner, and community confidence

Who is in the Room?

Icebreaker

- Baby Boomer, 1928-1945
- Gen X, 1965-1980
- Millennial, 1981-1996
- Gen Z, 1997-2012



Generational STRENGTHS

Baby Boomers:

-Institutional knowledge, stewardship, external credibility

Gen X:

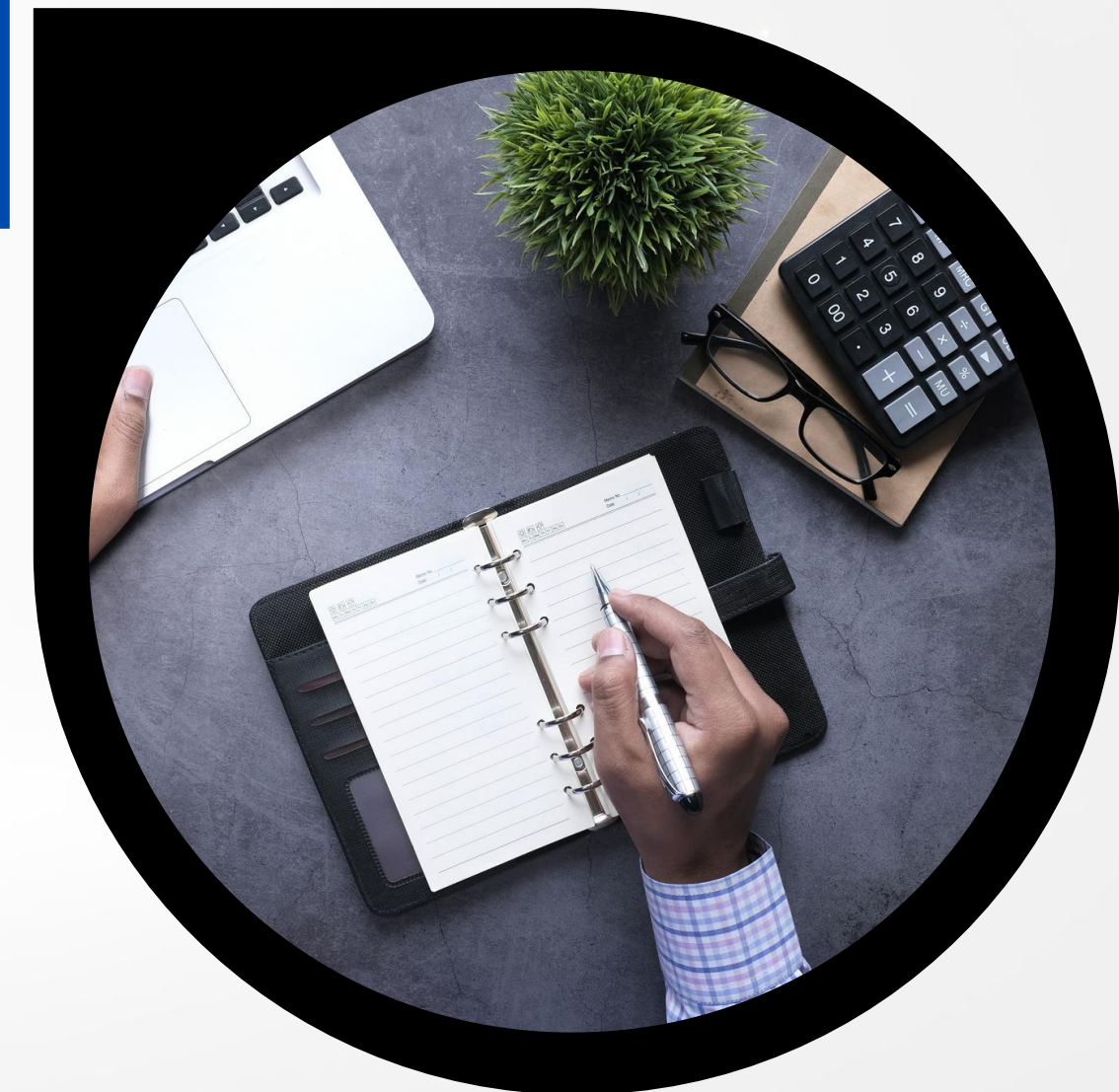
-Operational execution, risk management, adaptability

Millennials:

-Collaboration, systems thinking, mission alignment

Gen Z:

-Digital fluency, equity lens, speed and innovation



Risk of...

OVER-RELIANCE

Baby Boomers:

Over-depending on Boomers puts companies at risk of knowledge loss at retirement

Gen X:

Over-loading Gen X results in burnout and disengagement



Gen Z:

Underutilizing Gen Z creates early turnover and mistrust

Millennials:

Over-expecting Millennials results in attrition when purpose erodes



AI Moment

1) How are you using AI personally or professionally?



Interactive BREAKOUTS

Instructions:

- 1) Gather into different groups
- 2) Select one of the options to deliver and report back to the larger group
- 3) Select one person to report out for your group

STRATEGY

Design a workforce stabilization strategy using at least one strength from each generation.

Identify in the strategy:

- One leadership behavior to start
- One to stop
- One to redesign

COMMUNICATION

Announce a significant organizational change (budget shift, program redesign, merger).

Identify a communication approach that:

- Builds trust across generations
- Maintains engagement during uncertainty
- Reinforces mission continuity

GROUP DEBRIEF

- 1) What improved when you integrated generational strengths intentionally?*
- 2) Where did tension produce better outcomes?*
- 3) What leadership assumptions were challenged?*



Leadership STRATEGIES

Baby Boomers:

-Honor legacy, create structured knowledge transfer

Gen X:

-Increase autonomy, clarify decision rights

Millennials:

-Tie roles explicitly to community impact and outcomes

Gen Z:

-Lead with transparency, inclusion, and frequent feedback



Key Takeaways

1

Attention is a leadership currency-budget it intentionally

2

Psychological safety improves retention across all ages

3

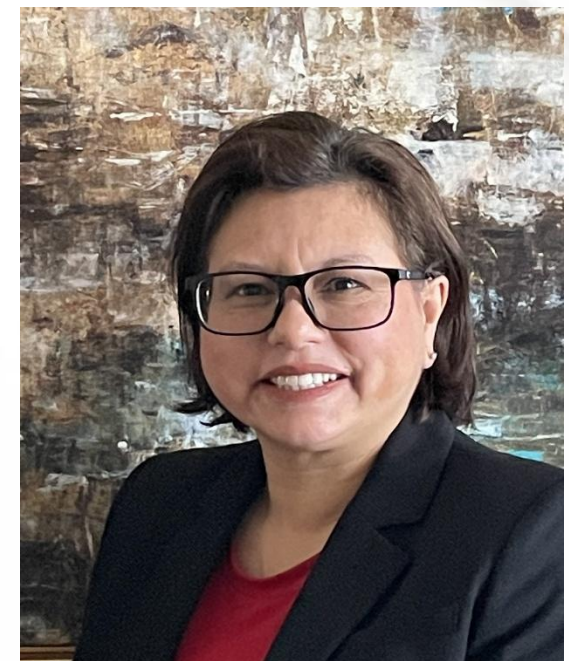
Leading multi-generational teams is a workforce stability lever

Tynagia Polk



THANK YOU

Gina Smethurst



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