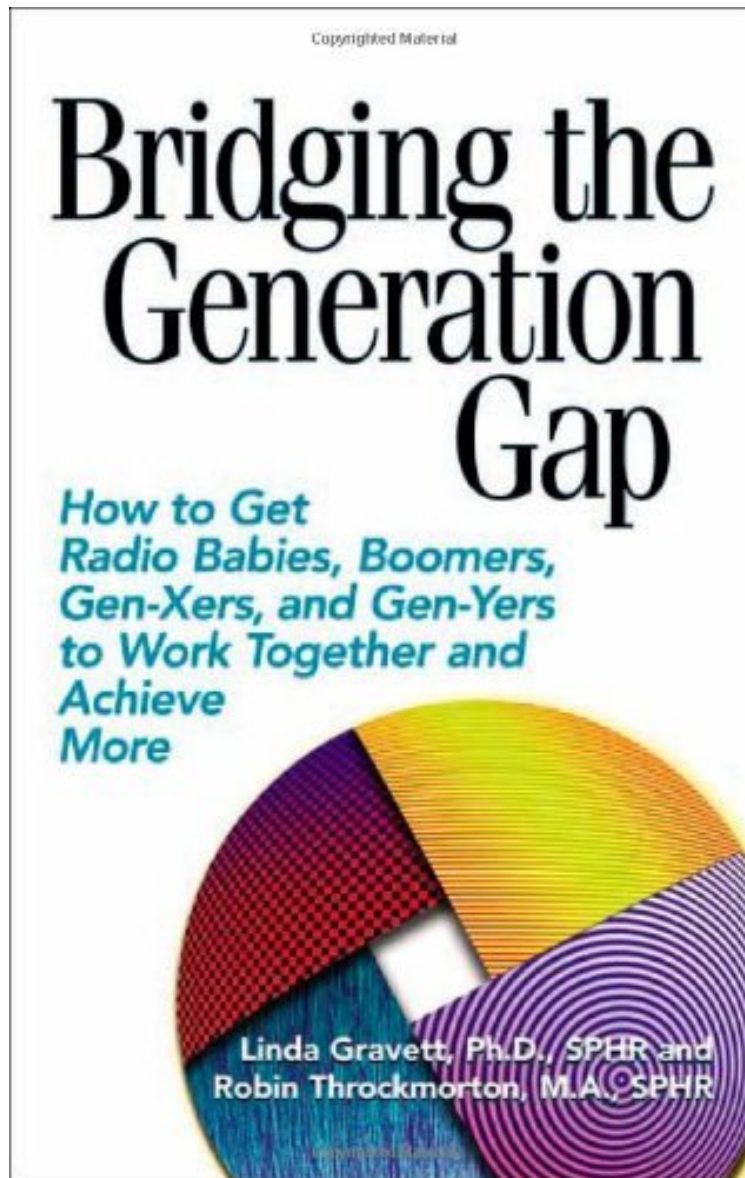


(Download pdf) Bridging the Generation Gap

## Bridging the Generation Gap

*Linda Gravett, Robin Throckmorton*

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**Linda Gravett, Robin Throckmorton : Bridging the Generation Gap** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Bridging the Generation Gap:

1 of 1 people found the following review helpful. Informative and entertaining readBy TeshTopic is presented very well. Covers the main psychosocial characteristics of each of the popularly described generations of the past 70 years, and the ramifications of interactions with each mindset and worldview. Gives recommendations how best to engage in teaching and guiding people in these various generational groups. Includes enlightened analyses of the characteristics

and priorities of each generation, as various individual uniquenesses play out in the workplace. Covers a lot of material but does so in an engaging way, making for an enjoyable and interesting read. After reading this book you won't feel nearly as foreign to "other generations," as you will understand much better the societal and historical influences that made us the way we are. You'll see what issues are most important to each generation and how they have managed them to accomplish their goals and interests. The experience will bring you closer as humans, once you hear these candid answers.

0 of 0 people found the following review helpful. This book has helped me to have better understanding of the differences in the working arena.

By Rebecca Calleja This book has helped me to have better understanding of the differences in the working arena. I was already very aware of the differences, but I thought that maybe I was all wet. This book only helps me to know that I am pretty much on target. It is a book that is so needed in the work space to help managers etc. deal with issues of concern that are continuously arising.

2 of 2 people found the following review helpful. A light guide on generational workplace issues.

By Vincent Vega A light read on generational issues within the workplace, covering the differences and similarities of core values generally held by each generation of workers, manifestations of these values, and specific tactics that individuals of one generation can use to interact with members of another for mutual benefit.

As a former Latchkey child and borderline Gen X/Gen Y baby, I identify strongly with the values of both generations. I'm admittedly drawn to work environments with similar styles as mine own, not out of conscious age discrimination but lack of desire to force my Gen X values and personal priorities into boxes defined by Baby Boomer and Radio Baby management. I do not consider this a landmark book by any measure, but the case studies and overall recommendations presented within "Bridging the Generation Gap" will surely be insightful to those in large, multi-generational work environments: especially those tasked with managing a broad demographic of workers in U.S. culture.

Overall: 3.5 of 5

Miscommunication; Employee conflict; Work ethic debates; Loyalty issues; Varying wants and needs; If you are a manager, human resources professional, or business owner, you are faced with these types of issues every day. But why? Because currently, there are five generations in the workplace: Radio Babies (born during 1930-1945); Baby Boomers (1946-1964); Generation X (1965-1976); Generation Y (1977-1991); even some Millennials (1991 and later). Each of them has a different perspective, based on their upbringing and daily lives. The key to making encounters between the generations successful is learning to understand the point of view of each generation and respect their differences. The individuals and organizations that do this will be the ones to succeed. This book will show you how. Authors Gravett and Throckmorton take a dynamic approach to the situation by writing in two distinct voices—as a Baby Boomer and a Gen-Xer—using a "point-counterpoint" approach to identify differences and similarities across generations. They share hands-on experiences, real-life cases, recommended solutions, and ground-breaking research on how members of any generation can better relate to minimize conflict, miscommunication, and wasted energy. You will learn what each generation thinks of the others and how each wishes the others viewed it. Bridging the Generation Gap is filled with strategies and solutions you can implement immediately to help build your own bridge between the generations.

From the Back Cover "This is an entertaining and insightful look at the ever-increasing multigenerational business dilemma in the 21st century. Eye-opening ideas with immediate application to work and home!" --Cindy Vogt, MBA, SPHR, Director of Human Resources, The Discovery Channel "When you finish reading this book, it will not go on the bookshelf. Instead, you will keep it at your side and use it as a reference manual. It is loaded with many 'how to' tips that are practical and timely. The authors effectively debunk the myths attributed to the various generations and chart a path to success." --Dan Amann, Promark Financial

About the Author Dr. Gravett is senior partner of Gravett and Associates, an organizational development consulting firm headquartered in Cincinnati, Ohio, and co-founder of e-HRResources.com, an online consulting firm. She has consulted with organizations such as Dole, Williams-Sonoma, and Perfetti Van Melle over the past 15 years. Dr. Gravett is a frequent speaker at professional conferences on the topics of HRM ethics, leveraging workplace diversity, and gender and generational differences. She is also the author of HRM Ethics: Perspectives for a New Millennium, published in 2002.

Robin Throckmorton is the founder and senior consultant with Strategic HR, Inc., a human resources management consulting firm headquartered in Cincinnati, Ohio, and co-founder of e-HRResources.com, an online consulting firm. She has been a consultant for more than 10 years with healthcare, manufacturing, service, and non-profit organizations, creating solutions to help them recruit and retain the best and the brightest employees. Robin is a frequent speaker for professional associations and conferences on the topics of generational differences, retention, recruitment strategies, and labor trends.