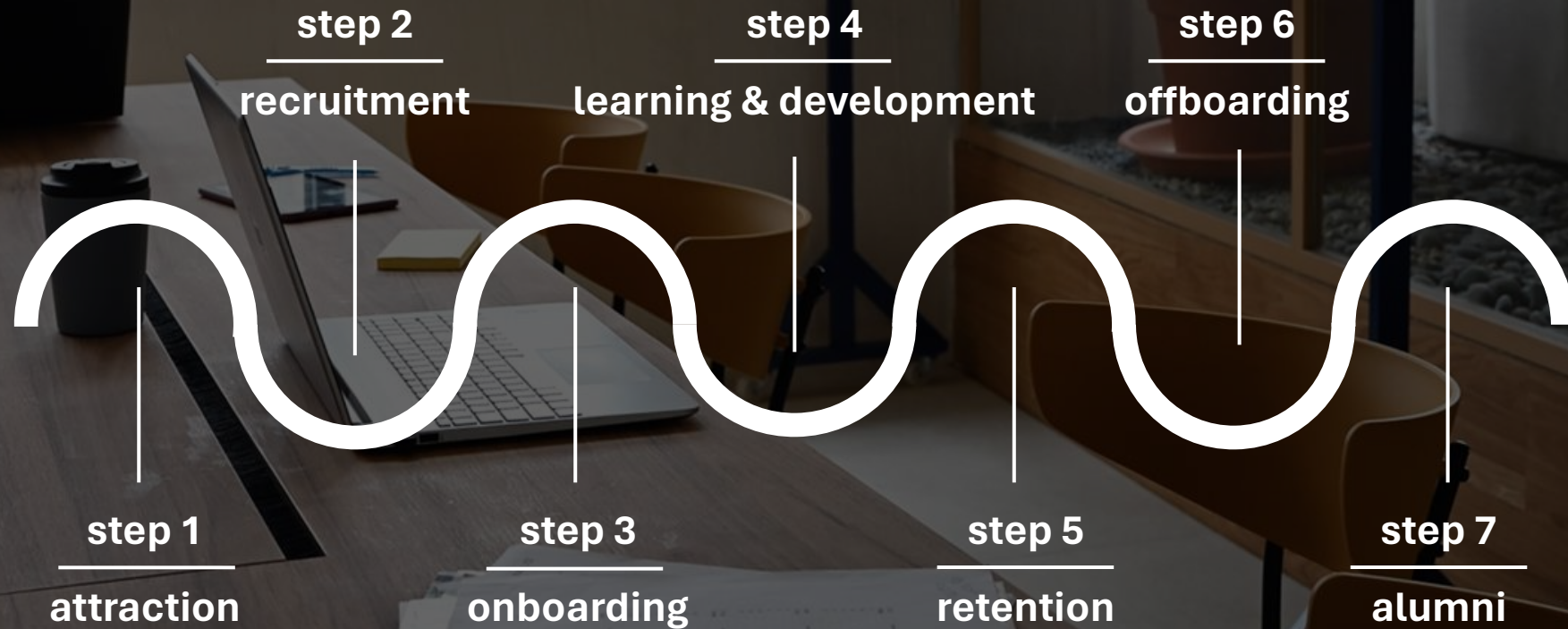




THE EMPLOYEE LIFE CYCLE IN A MULTIGENERATIONAL WORKFORCE

LUISE WINSLOW

THE EMPLOYEE LIFE CYCLE MODEL



5 GENERATIONS AT WORK

traditionalists

1925 - 1945

generation x

1966 - 1980

generation z

2001 - 2020

baby boomers

1946 - 1965

millennials

1981 - 2000





traditionalists
1925 - 1945

great
depression,
world war II,
movies, radio

respect, long
term value



baby boomers
1946 - 1965

vietnam war,
civil rights
movement,
watergate

sense of duty
and company
loyalty



generation x
1966 - 1980

berlin wall,
dotcom boom,
technology

personal
professional
interests, work-
life balance



millennials
1981 - 2000

9/11, the
internet, social
media

work
experiences,
growth, work-life
balance



generation z
2001 - 2020

great recession,
covid, lifetime
technology

personalized
experiences,
independence,
creativity



attraction

The first stage of the employee life cycle this is when you first hear about an organization and develop interest.

priorities

Priorities may include things like type of work, proximity, and corporate culture.

strategy

Discover a variety of organizations through various medias – social media, networking events, and recruiters.



recruitment

The second stage of the employee life cycle takes you from the first direct interaction with an employer to your first day at work.

priorities

Priorities may include things like pay, benefits, work schedule, and upcoming projects.

strategy

Research them and research yourself. Do they meet your priorities? What skills do you have that can fill their gaps?



onboarding

The third stage of the employee life cycle includes your first day at work and a longer onboarding period.

priorities

Priorities may include things like retirement contributions, health care needs, and tech preferences.

strategy

Stay calm and take care of initial priorities. Then focus on getting to know your workplace and aligning responsibilities with career goals.



learning & development

The fourth stage of the employee life cycle is all about growing your career.

priorities

Priorities should shepherd you towards success so picture what success looks like to you.

strategy

Consider the cadence of your career, learn as much as you can, and recognize success happens when employers and employees adapt to each others needs.



retention

The fifth stage of the employee life cycle prompts you to decide if you want to stay or if its time to go.

priorities

Priorities may include things like flexible work schedule, PTO/overtime, compensation, training opportunities, or project autonomy.

strategy

Continuously evaluate the push and pull factors. Leverage your work contribution against your career goals and priorities.



offboarding

The sixth stage of the employee life cycle this is when you decide to leave an organization

priorities

Priorities may include things like meeting a target timeline and keeping your clients happy.

strategy

Communicate clearly and kindly with colleagues and clients as you hand in your notice, delegate work, and provide feedback to your employer.



alumni

The seventh stage of the employee life cycle considers your ongoing relationship with a former employer.

priorities

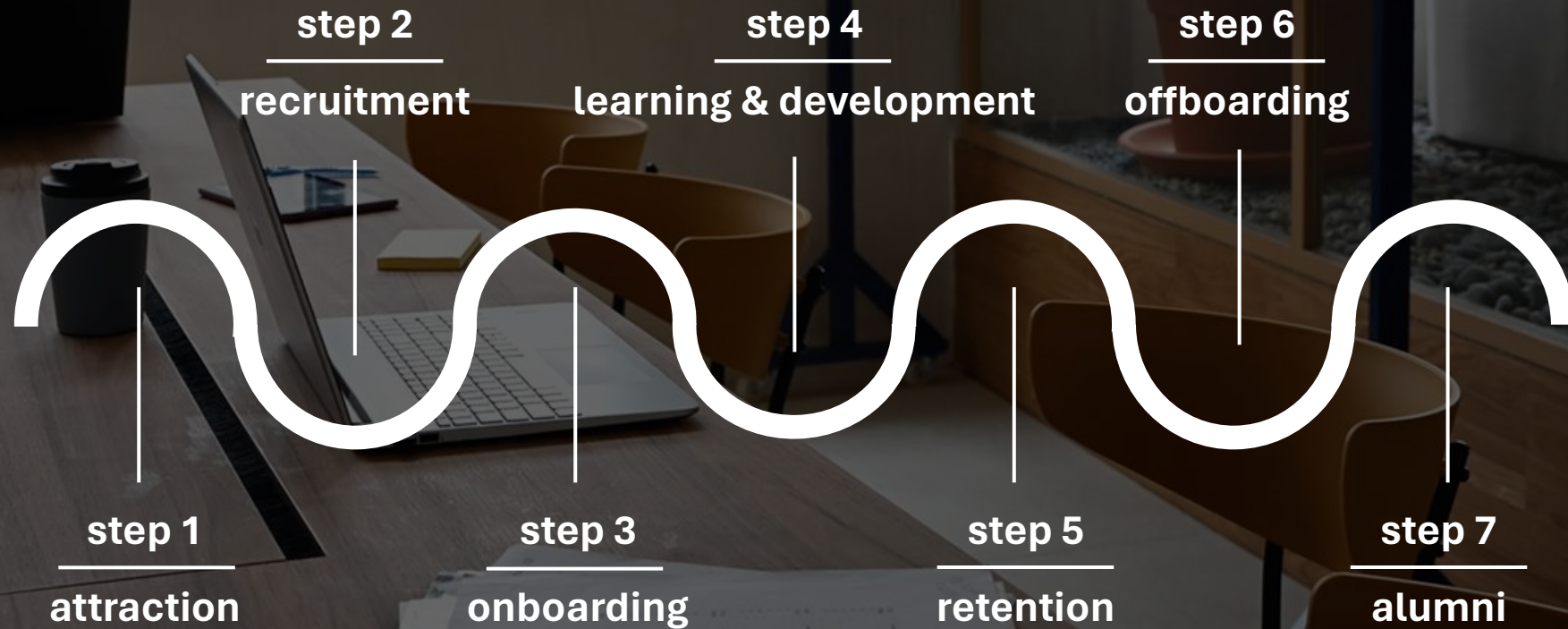
Prioritize healthy relationships with previous employers that can help you now and in the future.

strategy

Maintain contact with colleagues that may become references, clients, partners, or future colleagues.



THE EMPLOYEE LIFE CYCLE MODEL



QUESTIONS

