



## **HARNESSING THE POWER OF AGE DIVERSITY**

### **Description:**

We are currently in the midst of the most significant generational shift since World War II. Millennials and Gen Z individuals are positioned to take on leadership roles across various societal institutions, including business, politics, education, media, arts, and entertainment. This shift has led to an increase in tensions between different generations within organizations. These tensions often impede collaboration, spark conflicts, and result in higher employee turnover and decreased team effectiveness. Furthermore, a lack of awareness and understanding of age-related issues can lead to discriminatory practices in hiring and promotions, exposing organizations to legal risks. Organizations are now faced with the challenge of creating advancement opportunities for young employees to retain them while ensuring that older employees, with their valuable skills, feel included – especially in competitive labor markets.

### Key discussion topics:

- **Understanding Generational Differences:** gain insights into the defining characteristics and work styles of Baby Boomers, Gen X, Millennials, and Gen Z.
- **Promoting Intergenerational Collaboration:** learn strategies such as reverse mentorship for fostering effective communication and collaboration among diverse age groups. Discover how to leverage the strengths of each generation to enhance teamwork and productivity.
- **Building an Inclusive Culture:** in a diverse workplace, creating an inclusive environment that values and respects age diversity is crucial. Understand the importance of this and learn how to implement policies and practices that promote equity and inclusion across all generations.
- **Future Trends and Implications:** learn about the future trends in the legal profession related to generational diversity, specifically the potential decline in diverse people attending law school and its impact on the pipeline given Gen Z's demands for diverse workspaces, changing client expectations, and evolving work practices that will impact intergenerational dynamics in the future.

### **Reference Materials:**

To maximize the benefit of this Continuing Legal Education (CLE) program, it is essential that you engage thoroughly with the provided reference materials. These resources are designed to complement the live session and enhance your understanding of generational differences, promoting intergenerational collaboration and building an inclusive culture.

- [Bridging Generational Divides in Your Workplace](#)
- [Harnessing the Power of Age Diversity - Generational identity should be a source of learning, not division](#)
- [Global Insights on the Multigenerational Workforce](#)
- [Generational Tensions Rise as Law Firms Move to Post-Pandemic Mode](#)

- [State affirmative-action bans decreased racial diversity by up to 47% at top public law schools, study finds.](#)
- [SEARCHING FOR BALANCE: Millennial Lawyers' Perspectives on the Legal Industry](#)
- [Action plan: Reaping the benefits of the multigenerational workforce](#)
- [Beyond Tradition: Gen-Z's Approach to Big Law](#)