

LEADERSHIP IN MULTIGENERATIONAL ORGANIZATIONS

Strategies to Successfully Manage an Age Diverse Workforce

DR MICHAEL J. URICK

Leadership in Multigenerational Organizations



Leadership in Multigenerational Organizations: Strategies to Successfully Manage an Age Diverse Workforce

BY

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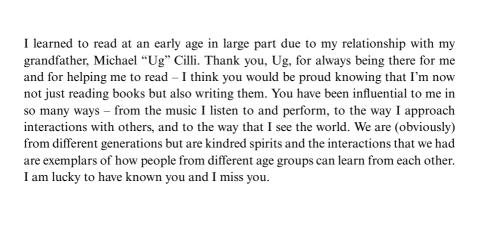
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Contents

About the Author	xi	
Acknowledgments	xiii	
Part One Issues Related to Leading in Multigenerational Organizations		
Chapter 1 Introduction and Focus of the Book	3	
Focus of the Book	4	
My Generation Realization	5	
Structure of the Book	8	
Summary	10	
Chapter 2 Overview of Generations in the Workplace	11	
How Do We Know About Generations?	11	
Generational Categories	14	
Summary	17	
Chapter 3 Leadership Theories	19	
Leader-Member Exchange	21	
Bases of Power	22	
Transformational Leadership	23	
Servant Leadership	25	
Leader-Manager Behavior Profiles	25	
Summary	27	
Chapter 4 Intergenerational Issues in Leadership	29	
Approach to Understanding Intergenerational Issues	29	
Influencing Multiple Perspectives	32	
Negative Perceptions of Age Groups	34	
Relating to a Younger Age Group	36	
Managing Older Followers	37	
Challenging Interactions	38	
Summary	39	

Part Two Strategies for Leading in Multigenerational Organizations

Chapter 5 Strategies for Leading Multiple Generations	43
Stress Individuality	43
Followership	44
The Role of Context	45
Finding Common Ground	45
Strategies for Improving Interactions from Prior Research	46
Summary	49
Chapter 6 Focusing on the Individual	51
Forgetting Generational Biases	51
Getting to Know Employees as Individuals	52
Determining What Motivates Followers	54
Understanding the Complexity of Each Person	56
Summary	57
Chapter 7 The Leader–Follower Dance	59
When to Lead, When to Follow	61
Mentorship Is a Two-way Street	62
Succession Planning	64
Looking for Learning Opportunities	65
Summary	66
Chapter 8 Understanding the Context	67
Examining the Readiness and Willingness of Followers	68
Figuring Out the Norms of Culture	70
Fitting in with Your Team	72
Summary	73
Chapter 9 Creating a Unified Identity	75
Making Sure All Generations Understand Context	76
Moving from "Me" to "We"	77
Creating a Positive Work Environment for Everyone	78
Moving from Self-interests to Group-interests	79
Summary	80
Chapter 10 Conclusion	81
Be Systematic in Understanding Generations	81
Review the Research on Generations	82
Internalize Positive Leadership Approaches	82

Consider Potential Challenges in Leading a Multigenerational	1
Organization	83
Recognize that the Challenges Are Not Insurmountable	84
Focus on the Individual	85
Participate in the Leader–Follower Dance	86
Understand Your Context	86
Create a Common Unifying Identity	87
A Few Additional Matters	88
Summary	89
References	91
Index	95

Contents ix



About the Author

Dr. Michael J. Urick is a Graduate Director of the Master of Science in Management: Operational Excellence (MSMOE) program and Professor of Management and Operational Excellence at the Alex G. McKenna School of Business, Economics, and Government at Saint Vincent College in Latrobe, Pennsylvania (USA). He received his PhD in Management (Organizational Behavior focus) from the University of Cincinnati. His MBA (focused in Human Resource Management) and MS (in Leadership and Business Ethics) are both from Duquesne University in Pittsburgh and his Bachelor's degree is from Saint Vincent College. He teaches undergraduate and graduate courses related to organizational behavior, human resources, communication and conflict, organizational culture, operations, and research methods.

The MSMOE program, which he directs, focuses on providing aspiring leaders with cutting-edge management techniques to effectively problem solve, minimize waste, and continuously improve their organizations. The program has been regularly ranked as a "Top 50 Best Value Master's in Management" program by Value Colleges and as a "Top Online Non-MBA Business Graduate Degree" by US News and World Report.

He is Six Sigma Green Belt certified and is also certified through the Society for Human Resource Management, through the True Lean Program at the University of Kentucky, as a Certified Conflict Manager, as MBTI Certified, and as Diversity Management Certified. He is the recipient of an "Excellence in Teaching" award from the Lindner College of Business at the University of Cincinnati, the "Quentin Schaut Faculty Award" from Saint Vincent College, and a "Teaching Excellence" award from the Accreditation Council for Business Schools and Programs among other pedagogical honors. Internationally, he was also recognized by the Institute for Supply Management as a "Person of the Year" in the learning and education category.

Urick is the North American Associate Editor of *Measuring Business Excellence Journal* and an Associate Editor of the *Journal of Leadership and Management*. He is also the Editor for the *Exploring Effective Leadership Practices through Popular Culture* book series from Emerald Publishing.

His research interests include leadership, conflict, and diversity in the workplace. Much of his work focuses on issues related to intergenerational phenomena within organizations. He also often examines how popular culture can be used to advance organizational behavior theory. In addition to authoring

or co-authoring over 50 publications including multiple books and peer-reviewed articles, he regularly presents at academic and practitioner international meetings such as the Academy of Management, Society for Industrial and Organizational Psychology, and Institute for Supply Management conferences. He is a regular speaker on age-related issues in the workplace throughout the United States and internationally (having presented on four continents) and is an Active Consultant on issues related to workplace interactions, organizational culture, and ethics. Michael has served as a reviewer for a variety of academic publications including the *Journal of Intergenerational Relationships, Journal of Social Psychology, Journal of Organizational Behavior*, and *Journal of Family Issues* as well as the Organizational Behavior and Human Resources divisions of the Academy of Management Annual Meeting in addition to other conferences. For six years, he wrote a monthly blog where he blended his research and teaching interests to suggest practical and actionable items for readers to use in their current or future work situations.

Professionally, he has served on the boards of ISM-Pittsburgh in various roles including President and the Westmoreland Arts and Heritage Festival. He has also served on the Westmoreland Human Resources Association board in various positions including Vice President. Prior to academia, he worked in a variety of roles related to auditing, utilities, environmental issues, and training and development. Through these experiences, he became fascinated with interactions in the workplace and how they might be improved which has influenced his academic career.

For fun, Urick enjoys music and, for 24 years, led and performed with a horn rock/jazz band that toured through over a dozen US states and released 11 albums.

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