

Quotes and Fun Facts

Choosing to be positive and having a grateful attitude is a whole cliché, but your attitude is going to determine how you're going to live your life.

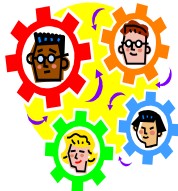
-[Joel Osteen](#)

The greatest discovery of my generation is that a human being can alter his life by altering his attitudes of mind.

[William James \(1842-1910\)](#)

Engineering is the art of organizing and directing men and controlling the forces and materials of nature for the benefit of the human race.

[Henry G. Scott 1907](#)



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Personnel Services, Inc.
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NexNews

Managing the Generation Mix™

THIS year and every year for the foreseeable future, more than a million Gen Yers--full of attitude and expectation--will stream into the workforce at the very same time when more than a million older more experienced workers--full of knowledge and experience--will stream out. In the new edition of MANAGING THE GENERATION MIX, published by HRD Press, it is projected that the revolution in workplace values and norms will continue, putting more and more pressure on both managers and employees.

Managers will have to discard traditional notions of authority, rules, and red tape, and become more highly engaged in one-on-one coaching and negotiating with employees. The most successful workers will take responsibility for their own success and fend for themselves as best they can.

Leaders and managers at all levels in organizations of all shapes and sizes tell about the generational challenges they are tackling every day in the workplace.

MANAGING THE GENERATION MIX has three parts:

PART 1: Where is each generation coming from and where are they going?

- The Schwarzkopf Generation (6.5% of the workforce, born before 1946): Take charge and do what's right.
- Baby Boomers (41.5%, born 1946-64): Are trendsetters to the end.
- Generation X (29.5%, born 1965-1977): Want to keep all options open.
- Generation Y (22.5%, born 1978-1990): High maintenance equals high performance.

PART 2: What are the best strategies, tactics, and best practices to help managers be more effective as the workplace revolution accelerates?

- Focus: It's All About the Work
- Communicate Just-in-Time, All the Time
- Customize! Customize! Customize!

PART 3: What are the best opportunities to attract, retain, and motivate the best talent of all generations given the dramatic demographics changes in the workforce called the Generational Shift™.

The topics include:

- Turning Gray to Gold: How to Mine the Riches in Seasoned Talent
- Heading off The Midlevel Leadership Crisis: Who's Going to Take Charge?
- Managing Your Parents—or Grandparents: You're in Good Company
- Teaching Teens How to Serve Your Customers: How Well Are You Doing?

In all of our work with leaders and managers, we have found that generational issues are not simply about understanding the needs and expectations of each generation. Rather, these issues mirror the critical challenges organizations face in adapting to and embracing the new employer-employee relationship, the new loyalty, the new career path, and new management practices. ---Bruce Tulgan & Carolyn Martin, PhD

"Bruce Tulgan's newsletter can be found at

www.rainmakertthinking.com
Bruce is founder and president of RainmakerThinking, Inc. in New Haven, CT".

Watch for the next issue of NexNews for more information on workplace issues.

Nexpro has two divisions

Nexpro Personnel Services, Inc. continues to provide staffing and temporary services for clerical and administrative positions.

In 2005, the Nexpro Professional Diversity Group, a contingency search firm with a specific focus in placing diverse and women candidates, was

developed to place professional candidates in the following practice areas: finance and accounting, auditing and banking, engineering and IT, sales and marketing, human resources, and management.

Some of our clients include the top 500 Fortune companies, as well as federal

agencies. We have placed an IT Audit Director for a company based in Thomsville, GA. They called us because they needed help with their diversity initiative. We are also working with local companies to create a diverse talent pool. Call us today at 952-224-9855.