

THE CROSS-GENERATIONAL ALIGNMENT TOOLKIT

(USE THIS TO PREVENT MISALIGNMENT BEFORE IT STARTS)

CREATE A CORE OF 5 PEOPLE ONE FROM EACH GENERATION

PURPOSE: PREVENT BLIND SPOTS AND
GENERATIONAL FRICTION EARLY.

- ENSURES DECISIONS REFLECT **ALL** PERSPECTIVES
- REDUCES “**US VS. THEM**” DYNAMICS
- INCREASES BUY-IN ACROSS AGE GROUPS

ALIGNMENT BEATS CORRECTION.



EXAMINE YOUR INCENTIVE SYSTEM

ASK: ARE YOU REWARDING
WHAT EACH GENERATION
ACTUALLY VALUES?

- **BOOMERS** → RECOGNITION, RESPECT, STABILITY
- **GEN X** → AUTONOMY, EFFICIENCY, TRUST
- **MILLENNIALS** → PURPOSE, GROWTH, FEEDBACK
- **GEN Z** → SAFETY, CLARITY, INCLUSION

*MISALIGNMENT OFTEN ISN'T RESISTANCE,
IT'S UNMET MOTIVATION.*

ESTABLISH FEEDBACK LOOPS

GOAL: BALANCE **EXCELLENCE WITH
ENGAGEMENT.**

- PREDICTABLE CHECK-INS (NOT JUST EVALUATIONS)
- TWO-WAY FEEDBACK ACROSS GENERATIONS
- NORMALIZE COURSE-CORRECTION, NOT PUNISHMENT

*PEOPLE DON'T DISENGAGE BECAUSE STANDARDS ARE
HIGH, THEY DISENGAGE WHEN FEEDBACK IS ABSENT
OR UNSAFE.*

ONE-LINE TAKEAWAY (HIGHLIGHT-READY)

**MULTI-GENERATIONAL SUCCESS ISN'T ABOUT MANAGING
DIFFERENCES; IT'S ABOUT DESIGNING SYSTEMS THAT HONOR
THEM.**