

NONPROFIT STATEN ISLAND: ROOTED & RISING CONFERENCE

Navigating the Multigenerational Workforce: Managing Across Generations in Nonprofit Teams

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Building better neighborhoods, together

Public Works Partners is an award-winning WBE/DBE-certified urban planning and management consultancy with offices in New York and Los Angeles. A proud member of the Association of Nonprofit Specialists, we create innovative, equitable solutions that strengthen communities, programs, and places.

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Public Works by the Numbers

- **100+ nonprofits** advised on organizational growth and resilience
- **1,500+ tools** deployed to increase community and organizational capacity
- **3 generations** represented across our dynamic team

Do You Fit Your Generational Stereotype?



Join the Slido at
<http://bit.ly/46UoYIE>

Scan the QR code, navigate to Slido, and answer a series of questions about your ideal workplace. Your answers will automatically populate on the screen!

Which Generations are in Today's Workforce?



Baby Boomers

1946-1964

Believe success comes through hard work, sacrifice, and paying one's dues



Generation X

1965-1979

Prioritize diversity, adaptability, and independence in the workplace



Millennials

1980-1994

Seek purpose, growth, and a fulfilling work-life balance

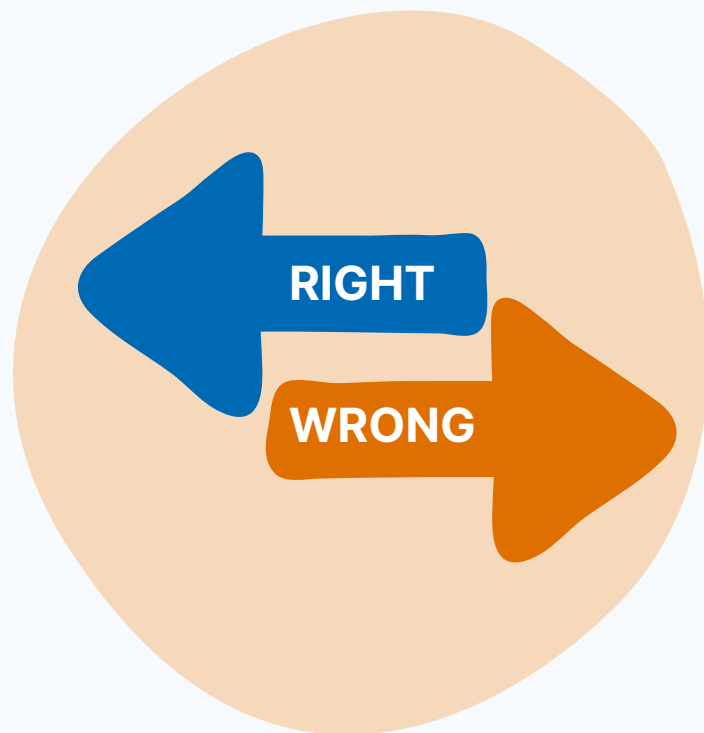


Generation Z

1995-2012

Value individuality, inclusivity, and technology-driven independence

What Can Differ Across Generations?



VALUES



PURPOSE



**COMMUNICATION
STYLES**



**APPROACH TO
CHANGE**

Each Generation's Strengths

BABY BOOMERS

- 🎯 TEAM-ORIENTED
- 🎯 OPTIMISTIC
- 🎯 HARD-WORKING

GENERATION X

- 🎯 INDEPENDENT
- 🎯 RESOURCEFUL
- 🎯 CRITICAL THINKERS

MILLENNIALS

- 🎯 CIVIC-MINDED
- 🎯 ADAPTABLE
- 🎯 COLLABORATIVE

GENERATION Z

- 🎯 ENTREPRENEURIAL
- 🎯 INNOVATIVE
- 🎯 PRAGMATIC

How Does this Show Up In Nonprofits?

Raise your hand if you have struggled with...



Motivating team members across generations

1



Communicating with coworkers across generations

2



Determining what technology to use

3



Designing generationally inclusive outreach strategies

4



Developing programming that appeals across generations

5



Tips & Takeaways

1 Find Shared Purpose

Reflect on what drew each person to their work and identify common motivations across generations

2 Foster Connection and Learning

Create intentional opportunities—like mentorship programs—for cross-generational communication and knowledge exchange

3 Consider All Generations in Decision-Making

Be conscious of each generation's strengths, weaknesses, and preferences when making organization-wide decisions

4 View Generational Diversity as a Strength

Instead of viewing it as an obstacle, embrace generational diversity as a superpower that enriches your organization with a variety of perspectives

Thank You

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