

## CORPORATED MANAGEMENT / HUMAN RESOURCES

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# Making the workplace **happy**

## Workshop on how to lead multi-generation employees

**KUALA LUMPUR:** The workplace has become even more challenging with the dynamics of three generations of colleagues trying to relate with one another.

According to leadership consultant Cheryl Cran, ensuring that members of Gen X (30s to 40s), Gen Y (20s) and the Zoomers (40s to late 60s) are able to work as a team has become an important skill for leaders.

"We now have three perspectives.

"Gen Y demands fast promotions, recognition and a clear career path, Zoomers who are essentially traditionalists who believe in loyalty and hard work, and Gen X, who are a bit of both.

"When we understand the perspectives of each of the generations and how they see the world, we can get along better, work more collaboratively and be happier at work," said Cran, 49, who specialises in analysing business trends in multiple industries.

Her best-selling book, *101 Ways to Make Generations X, Y and Zoomers Happy at Work*, provides strategies for companies to better lead and manage a multiple-generation workplace.

Cran is currently working with TMI Consultancy Sdn Bhd on three



**Generation dynamics:** Cran posing with her bestselling book.

workshops for companies on managing a multi-generational workplace.

The workshops include training on generational awareness, commu-

nicating through the gaps and adaptable leadership styles for the workplace.

TMI Consultancy chief executive officer George Aveling said the work-

shops in Malaysia were the first of its kind in the group's network of 60 partner countries.

For more information, visit [www.tmimalaysia.com.my](http://www.tmimalaysia.com.my).