



Marrying the Best of Multiple Generations

Cal-ICMA Coaching Program — Telephone Panel

Thursday, May 20, 2010

2:00 - 3:00 p.m. PT

Target audience: All Employees and Managers

Panelists:

- Pam Antil, Assistant City Manager, Palo Alto
- Caroline Cheng, Administrative Management Analyst, Brisbane
- Rob Houston, Senior Management Analyst, Carlsbad
- John Keisler, Bureau Manager, Animal Care, Long Beach

Panel Discussion Questions:

1. What are key differences in how Boomers, Gen X, and Gen Y work?
2. How will the nature of the workforce and the way it works shift with time?
3. What are successful personal and organizational strategies to tap the best from everyone?
4. What resources are available to aid employees and managers to bridge differences and make the whole greater than the sum of the parts?

We encourage callers to ask questions during the panel discussions. If you prefer, you may submit questions anonymously via email to cal-icma@donmaruska.com either in advance or during the panel discussion. As moderator for the sessions, Don Maruska will pose the emailed questions.

Post-Call Group Discussions:

Many agencies are organizing groups to listen to the calls (live or recorded) and discuss the topics among themselves after the calls. Some are summarizing their discussions and distributing them to managers throughout their organizations. Use the Cal-ICMA Coaching Program as an effective way to enhance professional development in your agency. Here are some discussion starters for this session.

Follow Up Topics:

1. What differences among generations do we see in our agency?
2. What's working to deal with these successfully?
3. Where do we need to make improvements?
4. What ideas from this discussion can we apply to our workplace?

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