

# Y Generation and the „Others” – What Can We Learn From Each Other?

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## Challenges and Proven Solutions in Project Management

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## Abstract

They are the next generation workforce. The new Y generation (those of us born between 1982 and 2001) has it and takes it all. Either you understand them or it will be more and more difficult to work together.

It is essential for today's project managers to understand the Y generation and manage them in the right way as stakeholders to help to resolve and even to prevent conflicts. Also, the project manager needs to reevaluate and adapt the leadership and project management tools to the needs of this new generation.

Using PMI's PMBOK classification of project management Knowledge Areas, my experience shows that the following 3 areas should be revisited:

- Integration Management
- Scope Management
- Time Management
- Cost Management
- Quality Management
- Human Resource Management
- Communications Management
- Risk Management
- Procurement Management



What can happen if we disregard generation differences?

Failing to achieve a sufficient understanding of your Y generation stakeholders and their needs can lead to workforce fluctuation during your project, misunderstood communications, team conflicts and unmotivated team members. Also, as an Y generation project leader, not relying on your senior X generation stakeholders for support and advice is a missed opportunity.

Y generation project managers, leaders, stakeholders and X generation project managers, leaders, stakeholders, contact us for practical advice on generation leadership, conflict resolution and project team coaching:

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