Is Your Team Working Across the Generations?

Assessing Generational Dynamics for Stronger Teams

Intergenerational Workplace Assessment | unite the generations

About Dr Joe Azzopardi, PhD

Consultant | Analyst | Researcher | Speaker | Trainer | Coach

Dr Joe Azzopardi has spent more than 20 years in education, leadership and community engagement. His PhD research produced the Intergenerationality Index, among the first tools to quantify intergenerationality in groups. Joe helps leaders see how well their generations actually work together, and what to do about it.

"Dr. Joe Azzopardi is the ideal expert to consult. You won't be disappointed." Steve Kane, Designed Alliance

What we measure

Five characteristics of an intergenerational group:

- **Positive Interaction:** people start and sustain conversations across generations that go beyond tasks.
- **Connection:** people feel they belong with colleagues of every age.
- **Interdependence:** the generations need each other to succeed.
- **Accommodation:** the culture isn't built on one generation's preferences.
- **Empowerment:** people of every age feel valued and able to contribute.

How it works

- **Phase 1, Assessment & Reporting:** an organisation-wide survey, interviews, or both, matched to the client. Analysis of generational dynamics, root causes, a detailed report, and an executive debrief with strategic recommendations.
- **Phase 2, Implementation:** focus groups, leadership workshops, team training, and policy and structural review.
- **Phase 3, Ongoing Support:** subscription advisory, periodic reviews, leadership coaching, and progress tracking.

Custom pricing based on organisation size, modules and industry.

Why it matters

- Replacing an employee costs between one-half and two times their annual salary (Gallup, 2019).
- 50% of Australian workers name different communication styles as a challenge in intergenerational teams (McCrindle, 2024).
- Only 10% of organisations say they are very ready to lead a multigenerational workforce, although 70% say it is important (Deloitte, 2020).

Not ready for a full assessment?

Start with the free Generational Risk Snapshot: a 5-minute survey, a personalised report and a complimentary 20-minute debrief.

Call to action

Book a free discovery call.

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Sources

1. Gallup, "This Fixable Problem Costs U.S. Businesses $1 Trillion", 2019. gallup.com/workplace/247391
2. McCrindle, "Cultivating healthy intergenerational teams", 2024 (1,001 Australian workers). mccrindle.com.au
3. Deloitte Insights, "The postgenerational workforce", 2020 Global Human Capital Trends. deloitte.com