

TAWWA D&I Committee Presents:

Bridging the Generational Gap in the Workplace

**With Glenn Davidenko, Paula Szymanski,
Paula Szymanski, & Kendall Crawford**





Agenda

Introductions

Questions for Panelists

Open Q&A with Audience

Conclusion



TAWWA D&I Committee





**Dedra A. Ecklund, PE
LAN**

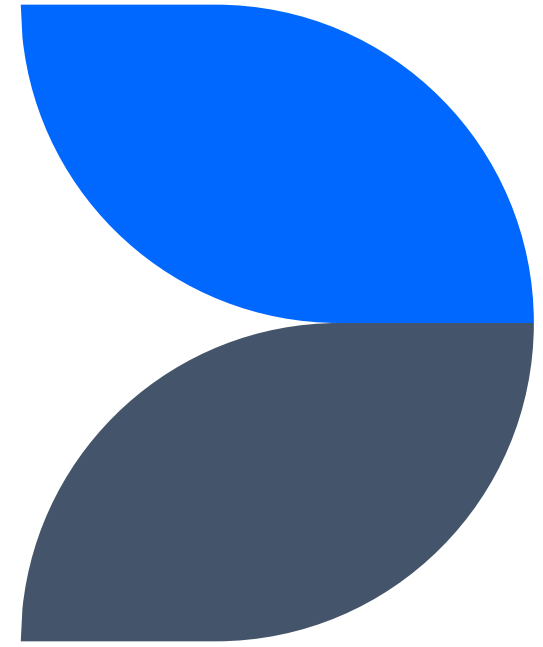


**Maureen Gonzalez, PE
Othon**



**Kendall Crawford, PE
LAN**

Panelists





Glenn Davidenko, PE
Northwest Pipe Company
(Baby Boomer)



Paula Szymanski
City of Frisco
(Gen X)



Raquel Roulin
Nexus Water Group
(Millennial)



Kendall Crawford, PE
LAN
(Gen Z)

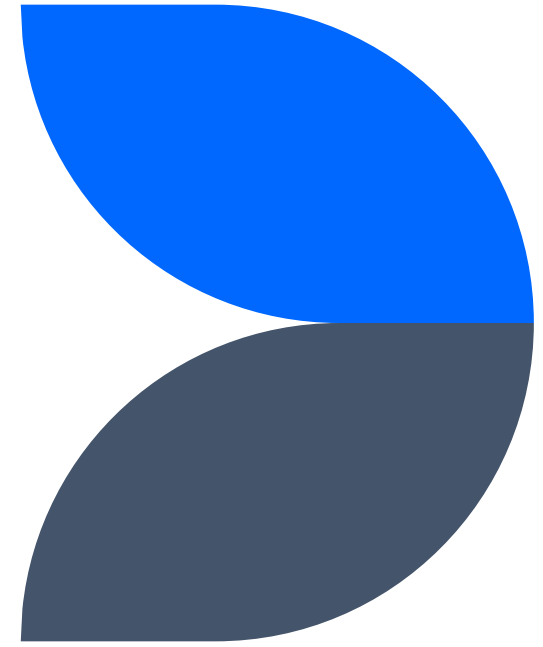
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Questions



Generations and do these match you?

Generation	Strengths	Weaknesses
Baby Boomers	<ul style="list-style-type: none">• Dedicated, hardworking, and loyal• Deep experience and knowledge• Strong team players• Effective traditional leaders	<ul style="list-style-type: none">• Resistant to change and new technology• Workaholic tendencies• Hierarchical mindset• Perceived as out of touch
Gen X	<ul style="list-style-type: none">• Independent and resourceful• Adaptable to change• Results-oriented• Skilled mediators between generations• Entrepreneurial	<ul style="list-style-type: none">• Skeptical and cynical of authority• Often overlooked and underappreciated• Struggle with work-life balance
Millennials	<ul style="list-style-type: none">• Tech-savvy and collaborative• Purpose-driven, seeking meaningful work• Advocate for diversity and inclusion• Adaptable to flexible work environments	<ul style="list-style-type: none">• Impatient and seen as entitled• Dependence on frequent feedback• Tend toward job-hopping• Aversion to hierarchies
Gen Z	<ul style="list-style-type: none">• Highly skilled with technology• Socially conscious and values-driven• Innovative and creative• Financially pragmatic	<ul style="list-style-type: none">• Short attention spans• High expectations for work-life balance• Can be overly reliant on digital communication

In terms of knowledge sharing and mentorship, how can we create an environment where knowledge flows both from seasoned professionals to younger workers and vice versa?

Can you share examples where intergenerational knowledge exchange has positively impacted a project or team?

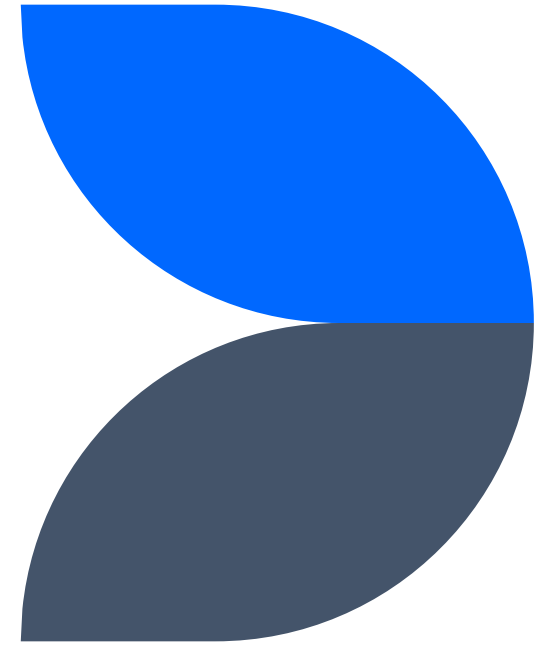


Looking ahead, what practical steps can organizations in our industry take to foster better collaboration, mutual respect, and understanding across generations?

What specific policies or practices have you seen (or would like to see) that encourage this?



Open Q&A



Thank you

Panelists Contact:

Glenn Davidenko

gdavidenko@nwpipe.com

Raquel Roulin

Raquel.Roulin@nexuswg.com

Paula Szymanski

PSzymanski@friscotexas.gov

Kendall Crawford

KLCrawford@lan-inc.com

Texas AWWA Contact:

Daniel K. Nix

DanielNix.wf@gmail.com

D&I Committee Contact:

Dedra A. Ecklund

DAEcklund@LAN-Inc.com

Maureen Gonzalez

MGonzalez@lan-inc.com

Kendall Crawford

KLCrawford@lan-inc.com

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