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CEOs: Employees of all ages valued

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Building a strong organizational culture is a process that is ongoing and requires engaging all employees regardless of what generation they identify with. Efforts are continuously made to have team staff meetings both at the department and organizational level to share how we can work more productively and how the executive office can be more supportive. Staff retreats, holiday parties and recognition days make a difference.

Willie Logan, founder, CEO and president, Opa-locka Community Development Corp.

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We have extremely skilled, diversified individuals across all positions and we like to make sure they know they are supported and rewarded. We have a significant amount of young, up-and-coming individuals who are energetic, positive and poised for leadership, complemented by seasoned professionals who are not only consummate professionals, but make mentoring their staff nothing short of their life's work. I believe that passion translates into opportunities that ultimately build great guest experiences and creates employee satisfaction.

Gene Prescott, president and CEO, Biltmore Hotel, Coral Gables

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In our working environment, our team comprises people of all ages and generations. The one thing that keeps everyone cohesive is simply respect and motivation. Many of our millennials work great together with other generations and all are always willing to learn from each other and move forward.

Stan Rudman, CMO and owner, Sportailor Inc.



I have found that the best way to bridge the generational divide is to foster greater understanding and an appreciation for each other's experience, knowledge, motivations and the factors that have shaped their world view. In the past, I did this with much success through the creation of a cross-generational task force of employees. What I know is that no single generation has all the answers, and by collaborating, coming together and communicating with one another, we can better build on each other's strengths.

Kim Stone, general manager and EVP, AmericanAirlines Arena

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We work very consciously on ensuring everyone is on the same page by having regular group meetings, asking for feedback, recognizing "small wins" and communicating our progress continuously. We express mutual respect for all levels of the organization and all generations, which sends a message that everyone has something to contribute.

Teri Williams, president, CEO and a director, OneUnited Bank

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We hire differing age groups because in our industry, they have very definable advantages. Our younger staff is hired for talent and technological prowess. Our more mature hires, for knowledge and experience, and they work together on projects to foster the optimal results we are looking for. We have wellness trips, game rooms, happy hours, in-house educational seminars and also opportunities for people to participate in many aspects of the profession and business.

Bernard Zyscovich, founder and CEO of Zyscovich Architects