

EPIC



ALLIANCE

Real Estate Inc.



# A Little Bit About Us



Real Estate Investors & Electricians

**LESSONS LEARNED**

**NURTURING AN**

**INCLUSIVE AND DIVERSE**

**WORKFORCE**



# FOUR GENERATIONS IN ONE WORK PLACE

**WRITE ME**

Gen Pre B

**Born Before 1945**

- Pre Boomer Generation also referred to Traditionalist, G.I. Generation, Silent Generations, and Veterans

**CALL ME**

Gen B

**Born 1946-1964**

- Baby Boomer Generation also referred to as Boomers

**E-MAIL ME**

Gen X

**Born 1965-1980**

- Generation X also referred to as the Next Generation and Gen X, Xer's

**TEXT ME**

Gen Y

**Born 1981-1998**

- Generation Y also referred to as Gen Y, Yer's, Millennials, Netters, Nets, Digital Generation, and Echoes

# MINDSET

- Dealing in diverse groups
- More commonalities than people think  
(Aboriginal People and Millennials)
- The more you try to lock people down, the harder they will run away





# Corporate Culture

- Mission
- Team
- Individual



# Retention Summary

- Revamping our electrical company towards a hybrid contractor system
- Needs to be more than one (and they can cross relate)  
Ex: Rosa and Nino



# Retention Summary

- Hire people that can fulfill your shortcomings(Technology)
- Embrace Change





