



# Bridging Generations: Cura HR's Approach to the Employee Lifecycle

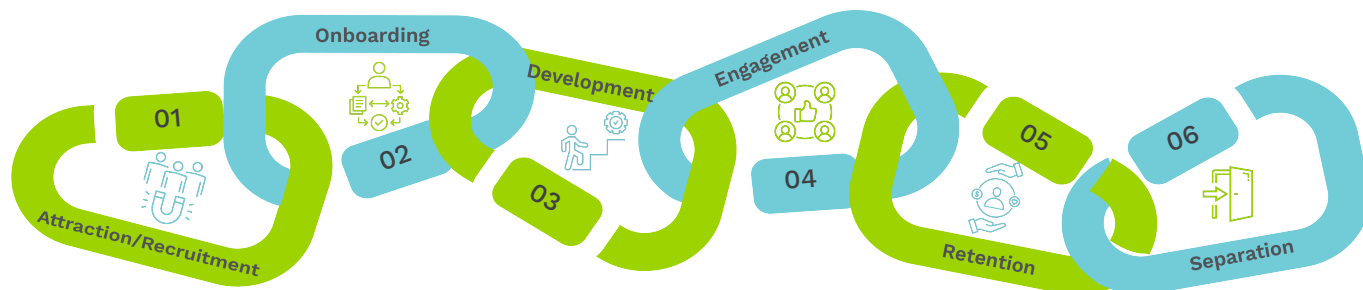
**Encourage Collaboration** – Five generations in the workforce make teamwork essential.

**Prioritize Life Stages** – Needs vary by career and life stage, not just age.

**Foster Inclusivity** – Use mentorship, bias training, and surveys to support all employees.



## Employee Lifecycle



01

Awareness,  
Hiring  
Process,  
Job Ads

02

Integration,  
Orientation,  
Training

03

Skill-building,  
Career Growth,  
Mentoring

04

Motivation,  
Feedback,  
Recognition

05

Compensation,  
Growth  
Opportunities,  
Culture

06

Offboarding,  
Exit  
Interviews,  
Transition

### Generation

**Gen Z**  
(1997-2012)

**Millennial**  
(1981-1996)

**Gen X**  
(1965-1980)

**Baby Boomers**  
(1946-1964)

**Silent Generation**  
(1965-1980)

### Preferred Communication Style

- ✓ Prefers face-to-face
- ✓ Prefers chat and email
- ✓ Prefers email
- ✓ Prefers face-to-face
- ✓ Prefers face-to-face

### Top Skills

- ✓
  - General computer literacy
  - Public speaking
  - Communication
- ✓
  - Communication
  - Problem-solving skills
  - Social media skills
- ✓
  - Communication
  - Problem-solving skills
  - General computer literacy
- ✓
  - Logical Thinking
  - Leadership skills
  - Public Speaking
- ✓
  - Interpersonal respect
  - Strong work ethic
  - Growth Mindset