Explains the author ?s concept of ?cohorts?, a new way of looking at age groups by examining what affected people in their formative years of 17-21. Outlines the seven generational groups that are currently affecting the workplace?and the new ones that are emerging. Presents new managing models and practical advice, based on the author?s experience with Fortune 500 companies, for working effectively with various age groups. Discusses key physical, socioeconomic, and emotional factors that influence a particular generation?s behavior or profile.

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