

COLLAPSE THE GAPS

Savvy Solutions to Workplace Generational Challenges

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by

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SELECTED ARTICLES on INTER-GENERATIONAL CHALLENGES & SOLUTIONS

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Echo Boomers In More Than Name Only

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RELATED RESOURCES AVAILABLE FROM PRACTICE DEVELOPMENT COUNSEL the *Cross-Generational Voice*sm *Collapse the Gaps*

- ❖ www.pdcounsel.com - Chock full of articles and tips; continually updated
- ❖ Phyllis Weiss Haserot's "***Inter-Generational Relations***" monthly e-Tip – *free* subscription. [Send an e-mail to pwhaserot@pdcounsel.com]
- ❖ www.nextgeneration-nextdestination.com - blog on partner/executive transitioning planning, succession planning, and preparing the next generation.
- ❖ Coaching groups and tele-classes on: Inter-Generational Challenges; Workplace Politics; Personal Style; Build Your Influence Quotient (IQ); "Get a Seat at the Table;"
Cross-Generational Conversation Forums – in person or phone
[Contact Phyllis Weiss Haserot at pwhaserot@pdcounsel.com or 212-593-1549]



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Phyllis Weiss Haserot is the President of **PRACTICE DEVELOPMENT COUNSEL**, a business development and organizational effectiveness consulting and coaching firm established in 1983. Her primary focus is improving relations among the generations in the professional services workplace to achieve better productivity, retention, succession planning and business development results. She executes this through in-firm workshops, facilitating dialogues, forums and writing. A pioneer in marketing/business development for law and other professional service firms, she also works with firms on professional development coaching, retention and lateral integration, implementing flexibility, collaborative culture and workplace conflict resolution. Through her in-house programs, conference sessions, webcasts, blogging, *Cross-Generational Conversation* Forums, monthly e-Alerts and articles, she has established a reputation as the “go-to” person on workplace inter-generational issues.

As a workplace coach, Phyllis is an influence strategist and personal behavioral style expert. She has been coaching professionals, directors, and managers for over 12 years on business development, navigating firm political whitewater, getting approval for new practice niches and strategic planning initiatives, and establishing new marketing programs. Phyllis uses identification and analysis of personal styles - behavioral, communication, natural preferences, and work expectations – to enhance firms’ and individuals’ effectiveness and remove barriers to performing at their best. She has developed the **Next Generation, Next Destination** program to achieve advance transitioning planning to benefit both senior partners and executives and the professional growth of younger partners as well as their firms overall.

A frequent speaker and facilitator, she is the author of *THE RAINMAKING MACHINE* and *THE MARKETER’S HANDBOOK OF TIPS & CHECKLISTS* (both West 2009). Phyllis has a book in progress titled “*Cross-Generational Conversation*.”

Phyllis received B.A. and M.R.P. degrees and a Certificate in Dispute Resolution all from Cornell University where she holds several alumni leadership positions and has additional credentials in marketing, workplace conflict resolution, coaching, real estate and law.