



# Managing Generational Change-Generation X, Y and the Boom

## September 22-23, 2008 ♦ York, PA

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**SPRINGETTSBURY TOWNSHIP POLICE DEPARTMENT IN CONJUNCTION WITH THE  
INTERNATIONAL ASSOCIATION OF CHIEFS OF POLICE WILL COSPONSOR  
A MANAGING GENERATIONAL CHANGE-GENERATION X, Y AND THE BOOM PROGRAM**

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Changes in generational expectations have led to a new set of problems for law enforcement managers and supervisors. To most supervisors and managers, new employees do not have the same level of dedication to the job, and in turn, they do not seem to be as willing to pay their dues to get the privileges earned by earlier generations. In this workshop, participants will recognize behaviors exhibited by Generation X and identify the driving forces behind the changes in generational expectations. Through a combination of exercises, group discussions and lecture, generational trends will be explored, with the goal of anticipating those trends and reducing the tension causes by the changing workplace.

- Upon completion of this program, participants will be able to:
- Identify the difference between problems caused by a generational difference and disciplinary problem and will develop the appropriate strategy to resolve the problem
- Recognize areas of potential conflict between generations
- Design processes and programs to improve Generation X employee recruitment while also increasing their retention

**Confirm the status of this course with IACP before making non-refundable airline reservations.**

**Program tuition: IACP Member \$360, Nonmember \$460**

**Location: York, PA**

**Date: September 22-23, 2008**

**Training Site: Springettsbury Township Police Department  
1501 Mt Zion Road  
York, PA17402**

**Register at: [www.iacptraining.org](http://www.iacptraining.org)**

**Logistics: Please contact Co-Host Chief David Eshbach via Lt. David Trott for directions and hotel information at 717-757-3525 or [deshbach@springettsbury.com](mailto:deshbach@springettsbury.com) [dtrott@springettsbury.com](mailto:dtrott@springettsbury.com)**

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Please contact IACP at 1-800-843-4227 Training