



# PERRIN WOMEN'S CONFERENCE

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## *Generational Perspectives*



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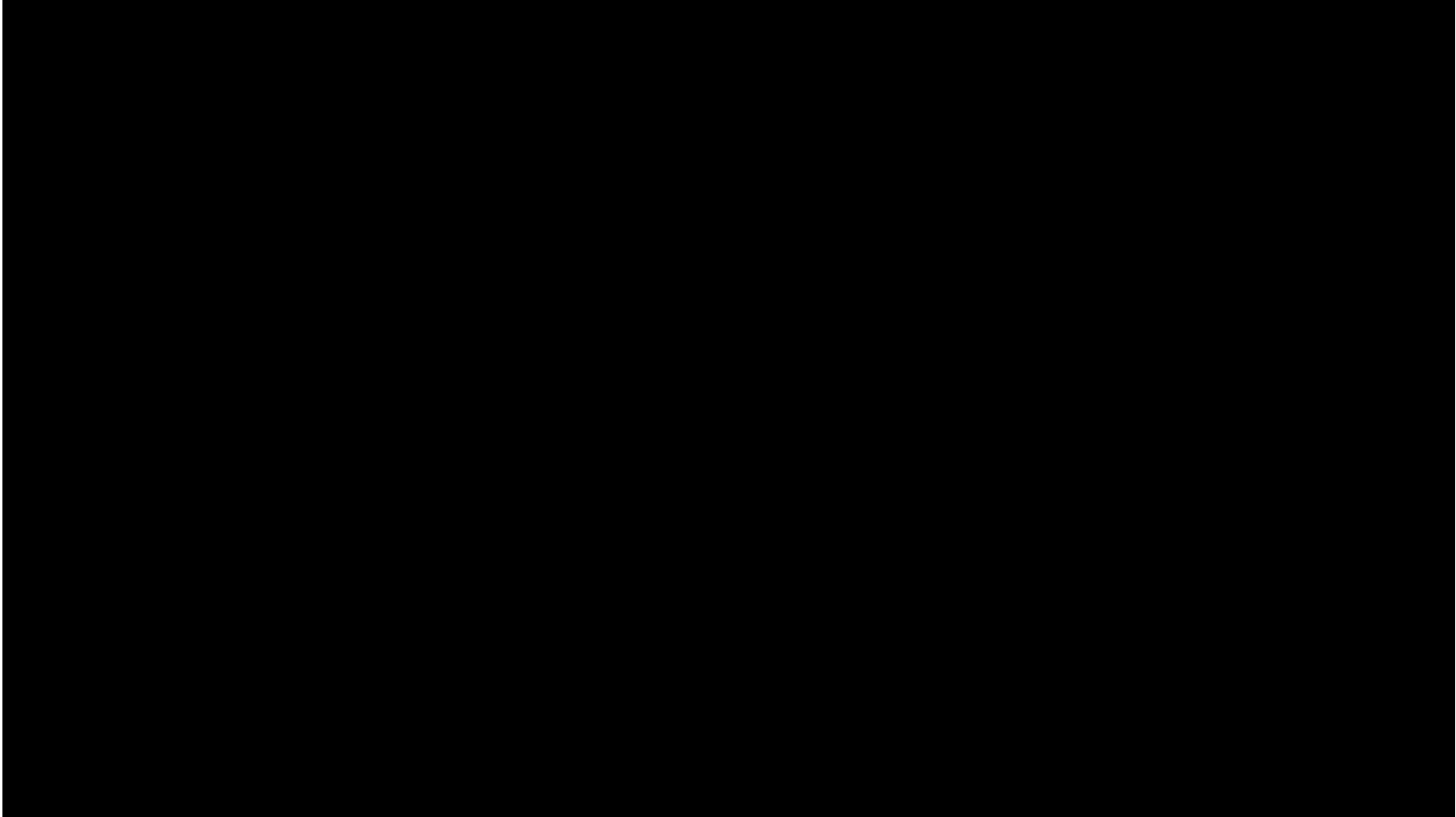


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# Opening Video: GENERATIONS APART



## Managing Different Generations at Work in 2025

SOURCE:

[www.hrdelivered.com/blog](http://www.hrdelivered.com/blog)

[Read More](#)



### Baby Boomers

Born: 1946–1964

- ✓ **Values:** Hard work, teamwork
- ✓ **Style:** Process-driven
- ✓ **Communication:** Email, in-person

*Tip: Provide leadership roles and collaboration.*



### Gen X

Born: 1965–1980

- ✓ **Values:** Flexibility, independence
- ✓ **Style:** Self-sufficient
- ✓ **Communication:** Email, messaging

*Tip: Support work-life balance & development.*



### Millennials

Born: 1981–1996

- ✓ **Values:** Feedback, purpose
- ✓ **Style:** Tech-savvy
- ✓ **Communication:** Messaging, email

*Tip: Offer feedback and career growth.*



### Gen Z

Born: 1997–2012

- ✓ **Values:** Inclusion, mental health
- ✓ **Style:** Multitaskers
- ✓ **Communication:** Short texts, visuals

*Tip: Embrace tech, wellness, and inclusion.*

# Generations in the Workplace (by Year)

## Impactful Events for Each Generation



### The Silent Generation (born approx. 1928-1945)

- Great Depression (1929-1941) shaped how people view finances, savings, success, priorities
- Rise of Television -introduction/ widespread adoption in the late 1940s altered how people obtained and consumed information/ entertainment
- WWII 1939-1945

### Baby Boomers (born approx. 1946-1964)

- Assassination of JFK – represents a loss of innocence and idealism for the generation that was overwhelmingly positive following the end of WWII
- The 1969 Moon Landing – impacts how we viewed human accomplishments and technological progress
- McCarthyism
- The Cold War

### Generation X (born approx. 1965-1980)

(born approx. 1965-1980)

- Fall of the Berlin Wall
- Challenger Disaster
- Jonestown Mass Suicide
- Watergate
- Exxon Valdez Spill
- Rodney King
- Operation Desert Storm
- Iranian Hostage Crisis

### Generation Z (born approx. 2001-2020)

(born approx. 2001-2020)

- Social Media and smartphones
- Great Recession
- Election of Barack Obama
- BLM and George Floyd

### Millennials (born approx. 1981-2000)

(born approx. 1981-2000)

- Y2K panic
- Columbine shooting
- 9/11
- Rise of the Internet and Digital Tech (only generation to experience absolutely no computers in school to computers being used almost exclusively in school)

### Generation Alpha (born approx. 2020-present – various sources disagree about when Gen. Alpha started and there seems to be some overlap in the 20-aughts with this generation and Gen Z)

- Social Media still remains an important impact
- Covid-19, remote learning
- The rise of AI (could be a good segue into talking about AI briefly as we mentioned wanting to do)
- Climate crisis
- Heavy emphasis on the importance of diversity at the beginning and now an attack on the celebration of diversity, equity, and inclusion
- The current political climate/ICE





# Generations in the Workplace (by Year)

- **By a show of hands, which Generation are you?**
- **What is your preferred communication style?**
- **Are you experiencing “Generational Inclusion?”**
- **What are some Impactful Events for Each Generation?**
- **(And...how do we identify with them?)**

# Meanings Evolve Over the Generations

## Out of Pocket

- Sample: “I will be out of pocket for the remainder of the day”
- Baby Boomers and Gen X: “I’m busy for the rest of the day and may not respond until tomorrow”
- Gen Z and Millennials: “I will be doing something either inappropriate or offensive later today”

## Surprise/Unexpected Meeting Requests

- Sample: “Can we chat?” or “Can we talk?”
- Baby Boomers and Gen X: “I need to ask you a quick question or can we brainstorm this thought I’m having”
- Gen Z and Millennials: “I don’t know what they are calling about, I must have done something wrong”

## Ellipsis ...

- Sample: Thanks for your help on B project...
- Baby Boomers and Gen X: “I genuinely appreciated your assistance on this”
- Gen Z and Millennials: “You haven’t helped at all and actually the situation was made worse by your actions.”



# Communication Styles (Stereotypes per Gen)

- Baby Boomers: Preferred Communication Method
  - Face to Face and Phone Calls
  - Vocal and Direct
  - Formal
- Gen X: Preferred Comm Method
  - Phone or Email
  - Adapt to other gen styles more easily
- Millennials: Preferred Comm Method
  - Text and Email
  - Ease/Convenience
  - Not as formal
- Gen Z: Preferred Comm Method
  - Text/Socials
  - Informal



# Management Styles (Generally)

- Baby Boomers: Traditional management style,
  - Most comfortable with 'surprise' calls
  - These are SMEs and want that recognized, respect years of knowledge/experience
  - Manager sets tasks and employee completes them
- Gen X and Older Millennials: Collaborative environment, immediate feedback, adjust to both older and younger styles
  - Work with manager and team to find best solutions
  - Adaptable to all old face to face and hybrid online work, as had both tech and non-tech while growing up
  - More than just annual appraisal
- Gen Z & Younger Millennials: Emphasis on Career Growth, Work/Life Balance, Structured Meetings
  - Rely on Manager for access to new opportunities (wisdom)
  - Mental health plays a large role
  - Meetings on calendar vs. surprise chats



# Management Style: Q/A



- Has this been the general experience of those in the room?
  - Do you see certain generations leaning towards certain styles addressed above?
    - Or have you seen something different?
- Tell us your experience as a manager or as an employee and what you wish others knew!



# Managing Lawyers: The More Things Change, The More They Stay The Same

- Why Managing Law Firms is Different
- The Challenges (and Opportunities!) of Managing the Next Generation



# 1. Law Firms are Unique Entities

- We are businesses run largely by lawyers.
- We are made of practice groups which have their own unique, client driven cultures.
- We are analytical, rationale, and sometimes confrontational by nature. That can impact our ability to manage teams.
- We are held to a high standard, mistakes are not tolerated by clients or courts.
- We manage attorneys ranging from first year associates to living legends.

# 2. The Challenges (and Opportunities!) of Managing the Next Generation

- Flexibility is here to stay.
- The goal is to mentor and help the next generation develop and succeed.
- Each lawyer is a unique individual and management need to reflect that.