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SAN DIEGO CHAPTER

The Society for Design Administration

An Affiliate of the American Institute of Architects

To promote the exchange of ideas and to educate its members in the related disciplines of design firm management.

THE MULTI-GENERATIONAL WORKPLACE

Thursday, January 17, 2008

Presented by:

Mary A. McKay, Ed.D., McKay & McKay

Hosted by:

Cavnignac & Associates

450 B Street, #1800 San Diego, CA 92101

For the first time we have four different generations working side-by-side in the workplace: **Traditionalists** (born prior to 1946), **Boomers** (1946 -1964), **GenXers** (1965-1981), and **Millennials** (1982-2000). We know we're different—but must the generation gap create so much conflict? Is one workplace large enough for all of us? Can you meet the needs of four generations while staying true to your company values? Is the front door revolving? Join us to learn about today's multigenerational workplace and return to your office a little wiser and a lot better prepared for tomorrow!

Date: Thursday, January 17, 2008
Time: 11:45 Check-in; 12:00 – 1:00 Luncheon Presentation
Questions? [Jamie Shirey 760.445.4959](tel:760.445.4959)- or - [Chris Riley 858.569.3434](tel:858.569.3434)
Location: Cavnignac & Associates, 450 B Street, #1800, San Diego 92101
Cost: **Free to Members;** Member Firms \$15; Non-Members \$30;
 Late Registrations \$40
RSVP by: 5:00 p.m., Thursday, January 10, 2008
 Fax this form to: Leslie Gurney @ (619) 239-9852 or email reservation to:
lgurney@jrcarch.com

Name(s): _____

Firm: _____

Address: _____

Phone: _____

Email: _____

Because our meals are catered, 24 hours' notice is required for all cancellations.

No shows will be billed.

Dr. Mary A. McKay, Ed.D.
McKay & McKay



Mary McKay is an independent management consultant and small business advisor based in San Diego. Since beginning her work in 1988, she has enjoyed a diverse client base in the private, nonprofit, and government sectors. She is experienced in a variety of disciplines, but finds most rewarding her work in the architecture and design field where the challenges of balancing periods of high and low demand for services along with a changing marketplace create significant burdens on organization infrastructure.

She especially enjoys assisting clients who desire to improve what can be a stressful and chaotic operational existence with the help of clear agreements and deliberate choices. Mary's work with the architecture and design industry in San Diego began in 1996 and expanded outside the San Diego area when she took on a Phoenix-based client in the contract furniture business in 2005.

Her professional life is balanced between her consulting practice and teaching in the management program in the School of Business at the University of San Diego. She received her doctorate in Leadership Studies from the USD in 1990. She has been a member of the University's adjunct faculty since 1987 and joined the management program at the School of Business in 1991. Her academic areas of interest include organizational theory, behavior and communication.

More recently, Mary has partnered with USD's Office of Corporate and Professional Education to develop the Management Academy for Small Business Success. The goal of the Academy (which will begin offering courses in February 2008) and the associated Certificate Program is to provide essential educational opportunities for entrepreneurs, small business owners and senior staff professionals who desire the expertise to build and manage effective and profitable small businesses.

McKay & McKay was founded in 1998 to facilitate opportunities to pursue joint projects with her husband, Dr. Michael J. McKay.