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Generations (GEN)



Mission Statement

GEN promotes all dimensions of diversity through fostering a culture of respect and understanding among multiple generations that coexist within the firm.

About

Generations (GEN) strives to make an impact on the firm's culture by promoting courageous conversations relating to generational differences, transitions and opportunities. Through collaboration with firm leadership, other ENGs and additional key stakeholders, GEN's mission is supported and delivered by dedicated local and regional GEN leaders. GEN offers programs and activities that encourage open dialogue resulting in better understanding of the five different generations in the RSM workforce. By doing so, staff at all levels are better prepared to listen to and act as first-choice advisors to clients.

GEN's focus areas are:

- GEN-Next: Programs and activities are targeted toward individuals who are new to the workforce, with less than five years of professional experience. Opportunities focus on self-discovery, career exploration, adopting to "adulting" and developing professional skills, etiquette and branding while integrating into the RSM culture.
- GEN-Experienced: Opportunities focus on continuing leadership development and managerial skills of individuals who are established in the firm, with 10-plus years of professional experience. Support includes helping them tackle work-life integration challenges, focus on self-development, balance and motivation.
- GEN-Graduating: Programs and activities target supporting professionals who are beginning to consider transitioning out of the workforce and into retirement. Opportunities include to giving back to the firm through "One Firm" initiatives like campus recruitment, instructing a local or national training and coaching.
- GEN-Connect: Opportunities focus on connecting professionals at all career stages through exchanging knowledge, resources, sharing experiences and mentoring. This is done within the local office, regionally and firm-wide.

GEN encourages and supports cross generational networking and mentoring opportunities for everyone at RSM. Through initiatives and activities like National Mentor Month, Generational IQ training, Generational Table Talks and community service activities, GEN members have many opportunities to connect with others across the firm to demonstrate **RSM's values** and the **5 C's**.



Generations
Regional Leaders



Generations
Learning Resources



Generations
Resources

Upcoming Events

Title		Location	Start Time	End Time
GEN IQ: Career Development	...	Virtual	7/16/2021 1:00 PM	7/16/2021 2:00 PM
"Building Confidence at all Levels" speaker session with Kathy Kiernan	...	Virtual	7/28/2021 1:00 PM	7/28/2021 2:00 PM

Generations Videos

Name

2016 DPO Recap

2019_RSM CDI Overview

Name

2020 CDI Sizzle - Year in Review

2020 Generations All Hands Webcast_11.6.20

2021 Mentor Awareness Month_Leader Message_Dan O'Brien

CDI December Leadership Summit 2018

CDI Mentor Program Sizzle

Courageous Conversation_CEO Town Hall on race

Generations All-Hands Webcast 10.3.2019

GEN-Experienced Financial Planning Workshop

GEN-Graduating Financial Planning Workshop - Part I

GEN-Graduating Financial Planning Workshop - Part II

GEN-Next Financial Planning Workshop Part I

GEN-Next Financial Planning Workshop Part II

Mentorship at RSM

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National Leadership



Daniel O'Brien

Talent Management Director | Generations National Leader | Baltimore, MD

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ENG Membership Form

Activity Form

Conference Application

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