

CHAPTER V

CONCLUSION

This study explores the complexities of cross-generational collaboration in the workplace, as depicted in *The Intern* (2015), focusing on the dynamic between Ben Whittaker, a Baby Boomer, and Jules Ostin, a Millennial CEO. The research examines how their contrasting generational traits, communication styles, and work values impact their collaboration and workplace dynamics, using McCrindle's Generational Framework.

The analysis highlights several challenges faced in multigenerational workplaces, such as communication gaps, differences in technological adaptation, and generational stereotypes. Ben's initial role as a passive intern due to his age reflects the common underestimation of older workers. Similarly, the differing work values—Ben's loyalty and dedication versus Jules's fast-paced, innovative approach—demonstrate how generational differences create friction in collaborative settings.

However, the study also finds that these challenges transform into opportunities for growth. Mentorship, particularly through Ben's guidance, emerges as a key theme, illustrating how older generations provide emotional intelligence and stability, which help younger employees navigate professional challenges. Conversely, Jules's openness to Ben's mentorship highlights the

reciprocal nature of intergenerational collaboration, where younger generations benefit from the experience and wisdom of their older colleagues.

The film also demonstrates how combining diverse generational perspectives leads to more comprehensive problem-solving and decision-making. Ben's reflective, methodical approach complements Jules's rapid, data-driven style, creating a balanced approach to resolving workplace challenges. Moreover, adaptability and lifelong learning are emphasized, showing that both older and younger generations adapt to changing environments and technologies, benefiting from mutual learning.

In conclusion, *The Intern* (2015) provides a rich portrayal of the potential for cross-generational collaboration in the workplace. It underscores that, while generational differences create tension, they also offer valuable opportunities for personal growth, team cohesion, and enhanced organizational performance. By fostering respect, understanding, and a shared willingness to learn, organizations leverage the strengths of a multigenerational workforce, ensuring a more adaptable and inclusive work environment that thrives in an ever-evolving professional landscape.