

Managing 5 Generations by Implementing High Road Leadership



**Each Generation Imagines Itself
To Be More Intelligent Than The
One That Went Before It,
And Wiser Than The One That
Comes After It.**

Become a High Road Leader

1. Do you value others?
2. Do you bring people together?
3. Do you close the gap between people?
4. Do you give more than you receive?
5. Do you give first?
6. Do you treat others better than they are treated?

Objectives



WHO IS IN THE
WORKFORCE?



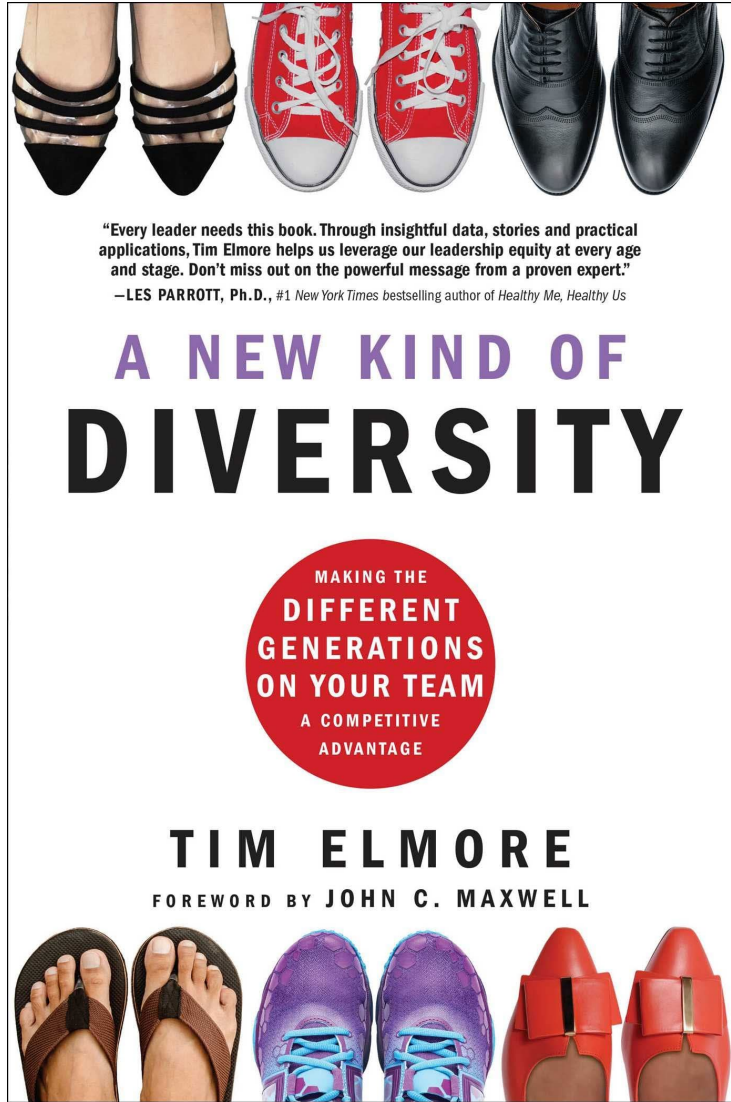
MANAGE THE GAP



BRIDGE THE
GAP

A generation gap is defined as the different thoughts and worldviews held by different generational cohorts.

**Historical Events
Cultural Influences
Formative Years**



"Every leader needs this book. Through insightful data, stories and practical applications, Tim Elmore helps us leverage our leadership equity at every age and stage. Don't miss out on the powerful message from a proven expert."

—LES PARROTT, Ph.D., #1 *New York Times* bestselling author of *Healthy Me, Healthy Us*

A NEW KIND OF DIVERSITY

MAKING THE
DIFFERENT
GENERATIONS
ON YOUR TEAM
A COMPETITIVE
ADVANTAGE

TIM ELMORE

FOREWORD BY JOHN C. MAXWELL

Why Is This So Hard?

Cognitive

Conative

Affective

Age - Generation

Environment

Life Experiences

Who Is In The Workplace (And In Your Life)

It's Easy To Stereotype:

1. All Builders Are Antiquated.
2. All Baby Boomers Are Stubborn.
3. All Gen Xer's Are Skeptical.
4. All Millennials Are Narcissistic
5. All Gen Zer's are Fragile Snowflakes.

HAVE YOU EVER FELT STEREOTYPED?

Builders/Silent Generation (79-95)

- ✓ Be grateful that you have a job

- ✓ Know

- ✓ Resp

- ✓ We

this

- ✓ I work to make a living and accumulate wealth

- ✓ Don't brag.... Be humble

World War II
Great Depression

ough

Boomers/Pigs in a Python (60-78)

✓ I want better than my parents

✓ We

✓ Mak

✓ My

✓ We

✓ My retirement might disappear if we don't protect it

✓ Technology is something we are learning

Economic Expansion
Vietnam War
Civil Rights Movement

Busters / Gen X (42/59)

- ✓ Technology is exciting
- ✓ Medical advances
- ✓ We are better off
- ✓ Relationships are more important
- ✓ I am more responsible
- ✓ Skeptical of the future

Economic Uncertainty
Social Change - AIDS
Family Dynamics

Millennials / Gen Y (24/41)

- ✓ Life is a cafeteria
- ✓ Tech
- ✓ I can
- ✓ Wor
- ✓ Rela
- ✓ YOLO
- ✓ Chang

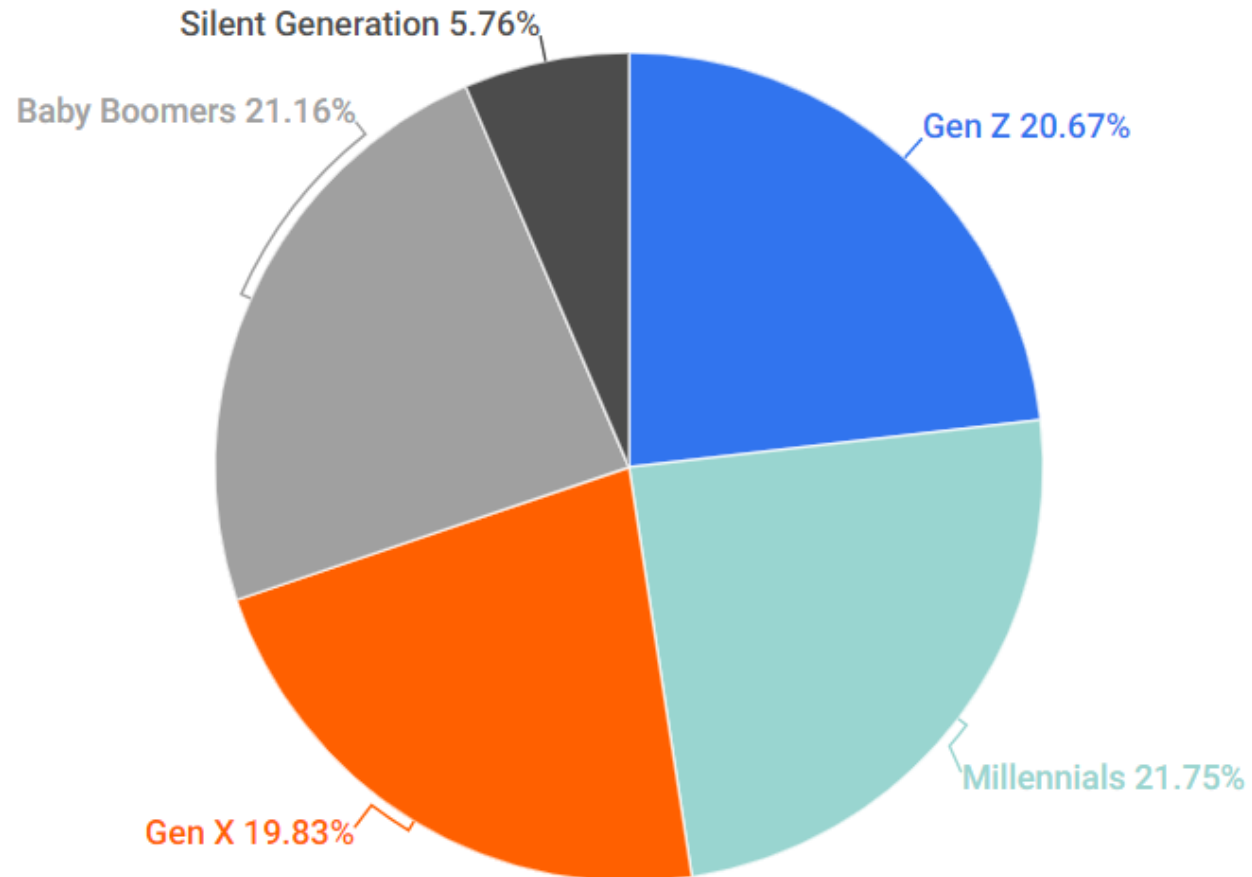
Rise of the Internet
Social Media
Terrorist Attacks
Recession

Coronials / Gen Z (9/23)

- ✓ I am coping and hoping
- ✓ Tech
- ✓ Boss
- ✓ Wor
- ✓ Rela
- ✓ FOM
- ✓ Mud

Digital Natives
Covid 19
Climate Change
School Shootings

SHARE OF US POPULATION BY GENERATION



Manage the Gap

John C. Maxwell

No matter what the circumstances, if we want to be good leader, we must come to the table, sit in the middle without choosing a side, listen to others, and work to bring people together.



Managing the Gap Begins With:



**HUMILITY: OPEN TO
OUTSIDE PERSPECTIVES.**

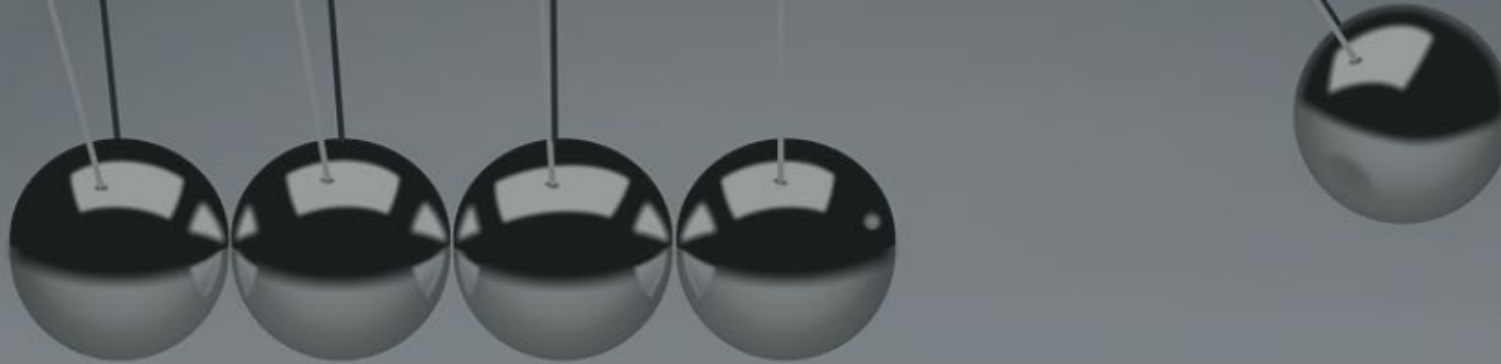


**RESPECT: HONOR
OTHERS UNLIKE YOU.**



**CURIOSITY: HUNGRY TO
LEARN AND GROW.**

If You Don't Take Action, Don't Expect Change



TimeManagementNinja.com



Connecting with Builder Generation



Ask them questions about their history in the workforce.



Face to face, in person communication is best.



Show your value by doing the work.



Listen with your ears, observe with body language.



The written word is gold.



They are excited about working with a team.

Connecting with Baby Boomers



Recognize their experience and expectations.



Ask them to share their past roles. Show appreciation for what they offer.



Allow them to take charge of a significant responsibility, if they're able and willing.



Give them space and resources. Don't micromanage.



Call on them to give back and coach others.



Remind them of their younger years when they get impatient.

Connecting with Gen X



Listen and communicate understanding. Build a genuine relationship.



Allow them to function outside the conventional office.



Be brutally honest with them. They know life is tough. Don't pretend it isn't



Give them places for authentic community.



Furnish a meaningful cause to embrace; let them lead.



When you give them boundaries, keep them minimal and explain them.



Influence through your relationship, not your position.

Connecting with Millennials



Micromanage at first. (Offer consistent feedback)



Let them share ideas. Listen.



Launch a mutual mentor initiative.



Communicate the importance of their work.



Tell them the truth. Transparency



Celebrate any and all progress.



Manage by objective.

Connecting with Coronials



Listen to them and affirm their dreams and goals.



Provide them with a sense of purpose as they perform (sometimes) menial tasks.



Give them short-term commitments they can keep and put wins under their belt.



Help them to focus on one meaningful objective and pull it off.



Encourage them to simplify their lives and remove some self-imposed pressure.



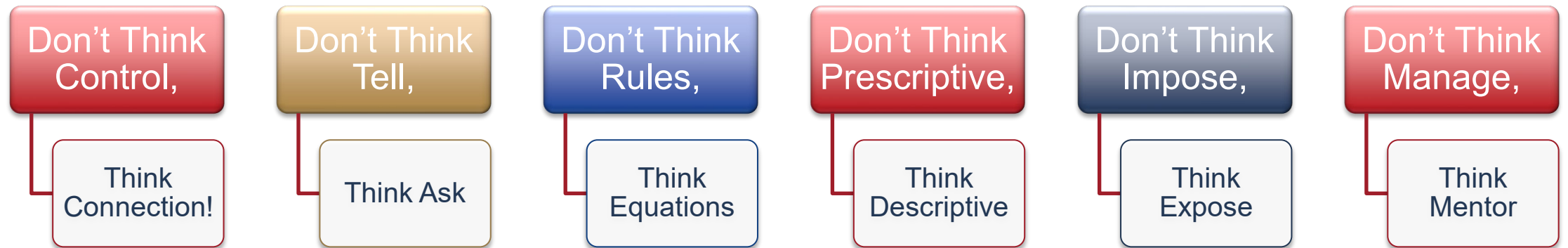
Discuss personal values with them and help them to become value-driven.



Build a relationship with them before expecting trust.

Bridge The Gap

Winning Their Hearts Without Losing Your Values.



WINNING THEM OVER



1. Trust Must Be Earned
2. Relationships Must Be Established
3. Incentive Must Be Cultivated
4. Ownership Must Be Given
5. Hope Must Be Offered
6. Mutual Understanding Must Happen

What If We Leveraged Each Other?

Builders often bring sage wisdom and fierce loyalty.

Boomers often bring stories, experience, and coaching.

Gen X often brings pragmatic and contrarian insights.

Millennials often bring confidence, hope, and energy.

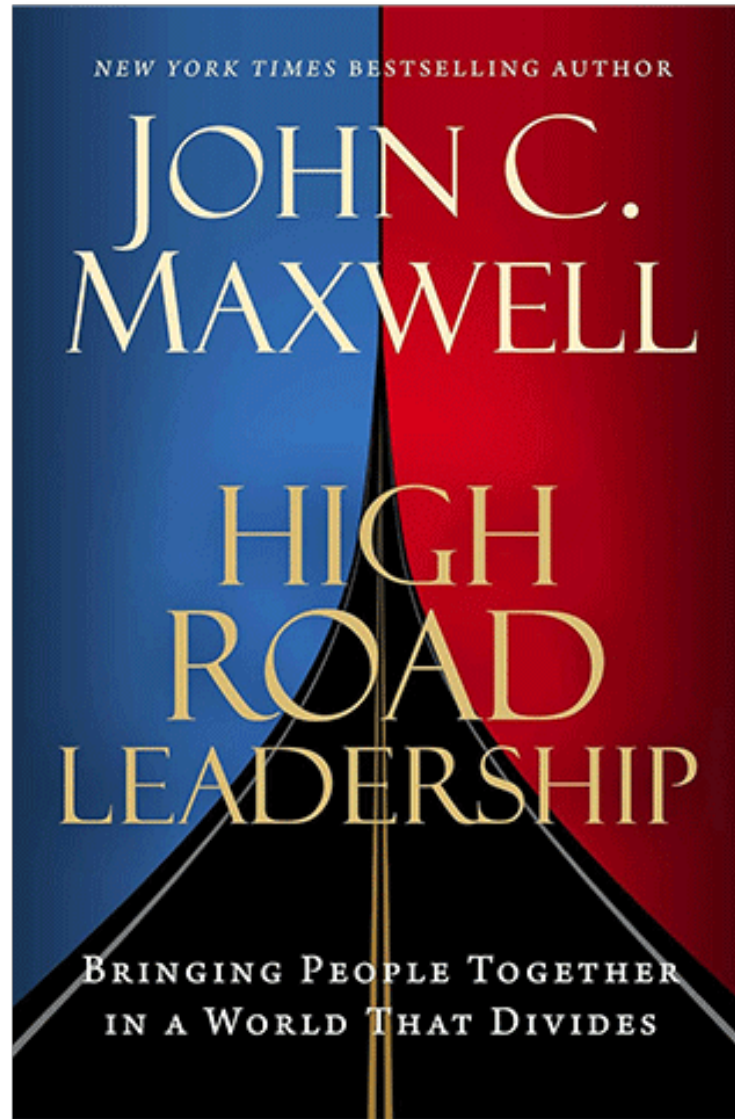
Gen Z often brings a hacker mindset & entrepreneurial spirit.

Think and Communicate like President Franklin D. Roosevelt

A Challenge for you.....









Sandra Wiley

Boomer Consulting, Inc.

Shareholder, President

My Passion: Inspiring clients to create an amazing future for themselves, their team, their firm and the profession.

Resume Highlights:

- CPA Practice Advisor Top 25 Thought Leader
- Top 25 Most Powerful Women
- Accounting Today Top 100 Most Influential
- Leading Edge Alliance On the Edge Innovation Award
- Maxwell Certified Facilitator
- Host of the Boomer Briefing Podcast

Author of:

- ✓ The Journey Ahead: A New Roadmap to Collaboration in Your Firm"
- ✓ The Engaged Employee"

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